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NATIONAL RECOVERY ADMINISTRATION

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BULLETIN No. 1

STATEMENT BY THE
PRESIDENT OF THE UNITED STATES
OF AMERICA OUTLINING POLICIES
OF THE NATIONAL RECOVERY
ADMINISTRATION



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UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1933

U. S. SUPERINTENDENT OF DOCUMENTS

JUN 27 1933

WASH. FIELD
JUN 27 1933
U. S. DEPT. OF COMMERCE

NATIONAL RECOVERY ADMINISTRATION

Bulletin No. 1

June 16, 1933

The law I have just signed was passed *to put people back to work*—to let them buy more of the products of farms and factories and start our business at a living rate again. This task is in two stages—first, to get many hundreds of thousands of the unemployed back on the pay roll by snowfall and second, to plan for a better future for the longer pull. While we shall not neglect the second, the first stage is an emergency job. It has the right of way.

The second part of the act gives employment by a vast program of public works. Our studies show that we should be able to hire many men at once and to step up to about a million new jobs by October 1, and a much greater number later. We must put at the head of our list those works which are fully ready to start now. Our first purpose is to create employment as fast as we can but we should not pour money into unproved projects.

We have worked out our plans for action. Some of it will start tomorrow. I am making available \$400,000,000 for State roads under regulations which I have just signed and I am told that the States will get this work under way at once. I have also just released over \$200,000,000 for the Navy to start building ships under the London treaty.

In my inaugural I laid down the simple proposition that nobody is going to starve in this country. It seems to me to be equally plain that no business which depends for existence on paying less than living wages to its workers has any right to continue in this country. By "business" I mean the whole of commerce as well as the whole of industry; by workers I mean all workers—the white-collar class as well as the men in overalls; and by *living* wages I mean more than a bare subsistence level—I mean the wages of *decent* living.

Throughout industry, the change from starvation wages and starvation employment to living wages and sustained employment can, in large part, be made by an industrial covenant to which all employers shall subscribe. It is greatly to their interest to do this because decent living, widely spread among our 125,000,000 people eventually means the opening up to industry of the richest market which the

world has known. It is the only way to utilize the so-called excess capacity of our industrial plants. This is the principle that makes this one of the most important laws that ever came from Congress because, before the passage of this act, no such industrial covenant was possible.

On this idea, the first part of the act proposes to our industry a great spontaneous cooperation to put millions of men back in their regular jobs this summer. The idea is simply for employers to hire more men to do the existing work by reducing the work-hours of each man's week and at the same time paying a living wage for the shorter week.

No employer and no group of less than all employers in a single trade could do this alone and continue to live in business competition. But if *all* employers in each trade now band themselves faithfully in these modern guilds—without exception—and agree to act together and at once, none will be hurt and millions of workers, so long deprived of the right to earn their bread in the sweat of their labor, can raise their heads again. The challenge of this law is whether we can sink selfish interest and present a solid front against a common peril.

It is a challenge to industry which has long insisted that, given the right to act in unison, it could do much for the general good which has hitherto been unlawful. From today it has that right.

Many good men voted this new charter with misgivings. I do not share these doubts. I had part in the great cooperation of 1917 and 1918 and it is my faith that we can count on our industry once more to join in our general purpose to lift this new threat and to do it without taking any advantage of the public trust which has this day been reposed without stint in the good faith and high purpose of American business.

But industry is challenged in another way. It is not only the slackers within trade groups who may stand in the path of our common purpose. In a sense these groups compete with each other, and no single industry, and no separate cluster of industries, can do this job alone, for exactly the same reason that no single employer can do it alone. In other words, we can imagine such a thing as a *slacker industry*.

This law is also a challenge to labor. Workers, too, are here given a new charter of rights long sought and hitherto denied. But they know that the first move expected by the Nation is a great cooperation of all employers, by one single mass action, to improve the case of workers on a scale never attempted in any nation. Industries can do this only if they have the support of the whole public and especially of their own workers. This is not a law to foment discord and it will not be executed as such. This is a time for mutual confidence and help

and we can safely rely on the sense of fair play among all Americans to assure every industry which now moves forward promptly in this united drive against depression that its workers will be with it to a man.

It is, further, a challenge to administration. We are relaxing some of the safeguards of the antitrust laws. The public must be protected against the abuses that led to their enactment, and to this end we are putting in place of old principles of unchecked competition some new Government controls. They must above all be impartial and just. Their purpose is to free business—not to shackle it—and no man who stands on the constructive forward-looking side of his industry has anything to fear from them. To such men the opportunities for individual initiative will open more amply than ever. Let me make it clear, however, that the antitrust laws still stand firmly against monopolies that restrain trade and price fixing which allows inordinate profits or unfairly high prices.

If we ask our trade groups to do that which exposes their business, as never before, to undermining by members who are unwilling to do their parts, we must guard those who play the game for the general good against those who may seek selfish gains from the unselfishness of others. We must protect them from the racketeers who invade organizations of both employers and workers. We are spending billions of dollars and if that spending is really to serve our ends it must be done quickly. We must see that our haste does not permit favoritism and graft. All this is a heavy load for any Government and one that can be borne only if we have the patience, cooperation, and support of people everywhere.

Finally, this law is a challenge to our whole people. There is no power in America that can force against the public will such action as we require. But there is no group in America that can withstand the force of an aroused public opinion. This great cooperation can succeed only if those who bravely go forward to restore jobs have aggressive public support and those who lag are made to feel the full weight of public disapproval.

As to the machinery—the practical way of accomplishing what we are setting out to do, when a trade association has a code ready to submit and the association has qualified as truly representative, and after reasonable notice has been issued to all concerned, a public hearing will be held by the Administrator or a deputy. A Labor Advisory Board appointed by the Secretary of Labor will be responsible that every affected labor group, whether organized or unorganized, is fully and adequately represented in an advisory capacity and any interested labor group will be entitled to be heard through representatives of its own choosing. An Industrial Advisory Board appointed by the Secretary of Commerce will be responsible that every affected industrial

group is fully and adequately represented in an advisory capacity and any interested industrial group will be entitled to be heard through representatives of its own choosing. A Consumers' Advisory Board will be responsible that the interests of the consuming public will be represented and every reasonable opportunity will be given to any group or class who may be affected directly or indirectly to present their views.

At the conclusion of these hearings and after the most careful scrutiny by a competent economic staff the Administrator will present the subject to me for my action under the law.

I am fully aware that wage increases will eventually raise costs, but I ask that managements give first consideration to the improvement of operating figures by greatly increased sales to be expected from the rising purchasing power of the public. That is good economics and good business. The aim of this whole effort is to restore our rich domestic market by raising its vast consuming capacity. If we now inflate prices as fast and as far as we increase wages, the whole project will be set at naught. We cannot hope for the full effect of this plan unless, in these first critical months, and, even at the expense of full initial profits, we defer price increases as long as possible. If we can thus start a strong sound upward spiral of business activity our industries will have little doubt of black-ink operations in the last quarter of this year. The pent-up demand of this people is very great and if we can release it on so broad a front, we need not fear a lagging recovery. There is greater danger of too much feverish speed.

In a few industries, there has been some forward buying at unduly depressed prices in recent weeks. Increased costs resulting from this Government-inspired movement may make it very hard for some manufacturers and jobbers, to fulfill some of their present contracts without loss. It will be a part of this wide industrial cooperation for those having the benefit of these forward bargains (contracted before the law was passed) to take the initiative in revising them to absorb some share of the increase in their suppliers' costs, thus raised in the public interest. It is only in such a willing and considerate spirit, throughout the whole of industry, that we can hope to succeed.

Under title I of this act, I have appointed Hugh Johnson as Administrator and a special Industrial Recovery Board under the chairmanship of the Secretary of Commerce. This organization is now prepared to receive proposed codes and to conduct prompt hearings looking toward their submission to me for approval. While acceptable proposals of no trade group will be delayed, it is my hope that the 10 major industries which control the bulk of industrial employment can submit their simple basic codes at once and that the country can look forward to the month of July as the beginning of our great national movement back to work.

During the coming 3 weeks title II relating to public works and construction projects will be temporarily conducted by Col. Donald H. Sawyer as Administrator and a special temporary board consisting of the Secretary of the Interior as chairman, the Secretary of Commerce, the Secretary of Agriculture, the Secretary of War, the Attorney General, the Secretary of Labor, and the Director of the Budget.

During the next 2 weeks the Administrator and this board will make a study of all projects already submitted or to be submitted and, as previously stated, certain allotments under the new law will be made immediately.

Between these twin efforts—public works and industrial reemployment, it is not too much to expect that a great many men and women can be taken from the ranks of the unemployed before winter comes. It is the most important attempt of this kind in history. As in the great crisis of the World War, it puts a whole people to the simple but vital test: "*Must we go on in many groping, disorganized, separate units to defeat or shall we move as one great team to victory?*"





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NATIONAL RECOVERY ADMINISTRATION

BULLETIN No. 3

THE PRESIDENT'S REEMPLOYMENT PROGRAM



UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1933

RESEARCH REPORTS OF THE

U. S. BUREAU OF RESEARCH

REPORT NO. 1
THE
RESEARCH REPORTS OF THE
U. S. BUREAU OF RESEARCH



U. S. SUPERINTENDENT OF DOCUMENTS

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NATIONAL RECOVERY ADMINISTRATION

Bulletin No. 3

July 20, 1933

THE PRESIDENT'S REEMPLOYMENT PROGRAM

(Agreements with the President under section 4(a) N.I.R.A.)

1. Names

To save space and time, we will call the National Industrial Recovery Act N.I.R.A., and the National Recovery Administration, N.R.A.

2. Industrial self government

Bulletin No. 2, dated June 19, 1933, shows how to submit codes of fair competition under N.I.R.A. sec. 3(a). It permits industries and trade associations to organize for self government, to increase employment and improve labor conditions, to wipe out unfair practices, to discipline themselves, and to stabilize their operations. Nothing will be permitted to slow up that process. It must go fast if business is to do for itself and for the country the great good offered by N.I.R.A. It will proceed as promptly as codes can come in and be heard. Nothing in this bulletin and nothing in our plans or statements change that process, which will go on without any regard whatever to the new and additional plan set forth in this bulletin (No. 3).

3. Codes and agreements distinguished

But swift-moving changes require swift action. A rapid rise in prices and mass production is going on. Mass purchasing power must rise as fast. The President has stated his policy to do this by prompt shortening of the work week and raising of wages for the shorter week. Rules governing hours and wages of labor must be included in every code and codes must continue to come along as fast as possible. But whole industries must organize and have many conferences before codes can be worked out and that takes a long time. In this national emergency, we cannot delay broad reemployment while we wait for codes. If we are not to have a setback in our returning prosperity and if we are to take this chance to get out of this depression, we must act more quickly to get more and fatter pay envelops to our workers. We can do this under section 4(a), N.I.R.A., which, in addition to codes, permits trade groups and also individual employers to make AGREEMENTS WITH THE

PRESIDENT HIMSELF to do their part in this great effort. We are going to use this additional power. This bulletin sets forth this swifter plan which is in addition to (and not in place of) codes. These new PRESIDENTIAL AGREEMENTS should be sent in by all individual employers at once as provided in paragraph 7 of this bulletin, and codes should be sent in by industries and trade associations as fast as they can be prepared as provided in Bulletin No. 2, N.R.A.

4. Time limit on codes

In order to assist these trades and industries which are not sufficiently organized to present their codes in representative fashion and to help compose the difficult problems in other trades and industries where economic differences have delayed the submission of codes it is assumed that *to all trades or industries which have not submitted codes under sec. 3(a) by September 1, 1933, the President will begin to hold hearings under sec. 3(d) as fast as proper notice can be given and hearings arranged.*

So much for codes: The plan is to create Nation-wide reemployment by PRESIDENTIAL AGREEMENTS is as follows:

5. The President's reemployment drive

A truce on selfishness.—Before Labor Day—six weeks away—it is possible to solve the problem of reemployment through individual AGREEMENTS WITH THE PRESIDENT. But to do this the country must act quickly, vigorously, and boldly, as one man—get together in one powerful effort—declare a truce on selfishness. In this mass attack on depression there is a clear-cut part for every group. Members of each group are invited to become members of N.R.A. on the plan set forth in this bulletin.

The employers' part is to act at once and all together to submit and scrupulously comply with AGREEMENTS WITH THE PRESIDENT to shorten hours and raise wages and to cooperate with employees in peaceful adjustment of differences. The way to make these agreements is shown in paragraph 7.

The employees' part is to do their best on the job and to cooperate with N.R.A. and employers in peaceful adjustment of differences. More can be now done for workers through this cooperation of 125,000,000 people than can ever be done by discord and dispute.

The public's part—and especially the part of women (who control the bulk of buying)—is to support all those employers and employees who do their parts to put breadwinners back to work.

6. Employers' badge of cooperation

For the public to do its part, it must know which employers have done their part to put people back to work by making these AGREE-

MENTS with the President and by codes. Every industry and every employer who has agreed with the President on this plan, or who has had approved a code covering the vital subject of reemployment, will be enrolled as a member of N.R.A. and given a certificate and a Government badge showing the seal of N.R.A. and the words: "*Member N.R.A. We do our part.*" It will be authorized to show this badge on all its equipment, goods, communications, and premises. Lists of all employers authorized to use this badge will be on file at all post offices so that any misrepresentation by unauthorized use of N.R.A. badges can be prevented.

7. Employers' agreements with the President

During the three days beginning July 27, letter carriers will deliver at each place of business a message from the President, accompanied by a copy of the form for the *President's Reemployment Agreement*; a certificate of compliance form, and a return envelop addressed to the district office of the Department of Commerce. Any employer who has not received this material by July 29 can obtain it from his local postmaster.

Each employer who wants to do his part will sign the agreement and mail it in the return envelop.

On or after August 1, each employer who has signed his agreement and put it into effect may sign the certificate of compliance, take it to his post office, and receive the posters, etc., which evidence his membership in the N.R.A.

The district offices of the Department of Commerce will prepare each week a list of agreements received from each town, and will send one copy to Washington and one copy to the post office, where it will be posted for public inspection. Postmasters will send certificates of compliance to the district offices, where they will be checked off against the list.

8. Consumers' badge of cooperation

Every consumer in the United States who wishes to cooperate in the President's reemployment drive and be considered as a member in N.R.A. may at any time after August 1, 1933, go to the authorized establishment in his locality (to be announced later) and sign a statement of cooperation as follows:

*"I will cooperate in reemployment by supporting
and patronizing employers and workers who are mem-
bers of N.R.A."*

Any such signer will then be given and may thereafter use the insignia of consumer membership in N.R.A.

9. District recovery boards

There is hereby created one district recovery board of seven members for each district of the Department of Commerce to be ap-

pointed by the President. The board will consist of one person prominent in each manufacture, retail trade, wholesale trade, banking, farming, labor, and social service who is willing to volunteer his services without compensation. The local district manager of the Department of Commerce will serve as secretary of the board. The board will consider, advise, and report to N.R.A. on the progress of the execution of N.I.R.A. and will pass upon such matters as shall be referred to it for action by N.R.A.

10. State recovery boards

There is hereby created for each State a State recovery board of nine members from each State to be appointed by the President. The board shall serve without compensation and shall select its chairman and secretary from among its own members.

The memberships will be truly representative of commercial, industrial, labor, and civic interests of each State. The State boards will advise and report upon the execution of N.I.R.A. in their States and receive and act upon all matters referred to them by N.R.A. or by their district boards. Each governor will be notified of the appointment of the State board and it will meet at the call of the governor. At the first meeting it will organize and decide upon and promulgate its own rules and procedure.

11. State recovery council

There is hereby created, to be organized by and to serve in cooperation with each State board, a State recovery council. Upon application to the State recovery board by any State labor, manufacturing, trade, civic, social-service or welfare association, organization, or club, the presiding officer thereof is entitled, *ex officio*, to membership on the State recovery council. The function of the council is to recommend to the board any necessary action with regard to the organization presided over by any member of the council, to request the services of the board and of N.R.A. in any proper matter to the end of perfecting and strengthening any such organization, and to assist to make available to the Administration of N.R.A. the services of any such organization.

12. General statement of policy and purpose

There is no force here except conscience and opinion. This is an appeal to those good instincts of our people which have never been besought in vain. But it is not a ballyhoo campaign. The plan is new; the agreement is not simple and a thorough public program of explanation is needed and will be carried out. After four years of hopeless and seemingly helpless suffering and inaction, it would be unforgivable not to open to the country the chance it now has under this law to unite once more to overcome an emergency and, it may be, to defeat depression.

This is a test of patriotism. It is the time to demonstrate the faith of our fathers and our belief in ourselves. We are a people disciplined by democracy to a self-control—sufficient to unite our purchasing power—our labor power—our management power to carry out this great national covenant with vigor, with determination but with the calm composure and fair play which should always mark the American way.

HUGH S. JOHNSON,
Administrator.

Approved by:

National Industrial Recovery Board.

DANIEL C. ROPER,
Chairman.

PRESIDENT'S REEMPLOYMENT AGREEMENT

(Authorized by section 4(a) National Industry Recovery Act)

During the period of the President's emergency reemployment drive, that is to say, from August 1 to December 31, 1933, or to any earlier date of approval of a code of fair competition to which he is subject, the undersigned hereby agrees with the President as follows:

(1) After August 31, 1933, not to employ any person under 16 years of age, except that persons between 14 and 16 may be employed (but not in manufacturing or mechanical industries) for not to exceed 3 hours per day and those hours between 7 a.m. and 7 p.m. in such work as will not interfere with hours of day school.

(2) Not to work any accounting, clerical, banking, office, service, or sales employees (except outside salesmen) in any store, office, department, establishment, or public utility, or on any automotive or horse-drawn passenger, express, delivery, or freight service, or in any other place or manner, for more than 40 hours in any 1 week and not to reduce the hours of any store or service operation to below 52 hours in any 1 week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case not to reduce such hours at all.

(3) Not to employ any factory or mechanical worker or artisan more than a maximum week of 35 hours until December 31, 1933, but with the right to work a maximum week of 40 hours for any 6 weeks within this period; and not to employ any worker more than 8 hours in any 1 day.

(4) The maximum hours fixed in the foregoing paragraphs (2) and (3) shall not apply to employees in establishments employing not more than two persons in towns of less than 2,500 population which towns are not part of a larger trade area; nor to registered pharmacists or other professional persons employed in their profession; nor to employees in a managerial or executive capacity, who now receive more than \$35 per week; nor to employees on emergency maintenance and repair work; nor to very special cases where restrictions of hours of highly skilled workers on continuous processes would unavoidably reduce production but, in any such special case, at least time and one third shall be paid for hours worked in excess of the maximum. Population for the purposes of this agreement shall be determined by reference to the 1930 Federal census.

(5) Not to pay any of the classes of employees mentioned in paragraph (2) less than \$15 per week in any city of over 500,000 population, or in the immediate trade area of such city; nor less than \$14.50

per week in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$14 per week in any city of between 2,500 and 250,000 population, or in the immediate trade area of such city; and in towns of less than 2,500 population to increase all wages by not less than 20 percent, provided that this shall not require wages in excess of \$12 per week.

(6) Not to pay any employee of the classes mentioned in paragraph (3) less than 40 cents per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case not to pay less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour. It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

(7) Not to reduce the compensation for employment now in excess of the minimum wages hereby agreed to (notwithstanding that the hours worked in such employment may be hereby reduced) and to increase the pay for such employment by an equitable readjustment of all pay schedules.

(8) Not to use any subterfuge to frustrate the spirit and intent of this agreement which is, among other things, to increase employment by a universal covenant, to remove obstructions to commerce, and to shorten hours and to raise wages for the shorter week to a living basis.

(9) Not to increase the price of any merchandise sold after the date hereof over the price on July 1, 1933, by more than is made necessary by actual increases in production, replacement, or invoice costs of merchandise, or by taxes or other costs resulting from action taken pursuant to the Agricultural Adjustment Act, since July 1, 1933, and, in setting such price increases, to give full weight to probable increases in sales volume and to refrain from taking profiteering advantage of the consuming public.

(10) To support and patronize establishments which also have signed this agreement and are listed as members of N.R.A. (National Recovery Administration).

(11) To cooperate to the fullest extent in having a code of fair competition submitted by his industry at the earliest possible date, and in any event before September 1, 1933.

(12) Where, before June 16, 1933, the undersigned had contracted to purchase goods at a fixed price for delivery during the period of this agreement, the undersigned will make an appropriate adjustment of said fixed price to meet any increase in cost caused by the seller having signed this President's Reemployment Agreement or having become bound by any code of fair competition approved by the President.

(13) This agreement shall cease upon approval by the President of a code to which the undersigned is subject; or, if the N.R.A. so elects, upon submission of a code to which the undersigned is subject and substitution of any of its provisions for any of the terms of this agreement.

(14) It is agreed that any person who wishes to do his part in the President's reemployment drive by signing this agreement, but who asserts that some particular provision hereof, because of peculiar circumstances, will create great and unavoidable hardship, may obtain the benefits hereof by signing this agreement and putting it into effect and then, in a petition approved by a representative trade association of his industry, or other representative organization designated by N.R.A., may apply for a stay of such provision pending a summary investigation by N.R.A., if he agrees in such application to abide by the decision of such investigation. This agreement is entered into pursuant to section 4(a) of the National Industrial Recovery Act and subject to all the terms and conditions required by sections 7(a) and 10(b) of that act.

Dated _____, 1933.

(Sign here) _____
(Name)

(Official position)

(Firm and corporation name)

(Industry or trade)

(Number of employees at the date of signing)

(Street)

_____ (Town or city) _____ (State)

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NATIONAL RECOVERY ADMINISTRATION

BULLETIN No. 4

WHAT THE BLUE EAGLE
MEANS TO YOU

AND

HOW YOU CAN GET IT

OFFICIAL STATEMENT
OF THE
BLUE EAGLE DIVISION, N.R.A.



UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1933

NATIONAL RECOVERY ADMINISTRATION

Bulletin No. 4

WHAT THE BLUE EAGLE MEANS TO YOU AND HOW YOU CAN GET IT

The President's reemployment program is advancing to complete success. No such sweeping demonstration of the unity of a whole people against a national danger has ever been made. In this vast surge of patriotism it is necessary to keep our common purpose always clear. When 125,000,000 people attempt to act as one man, there are sure to be some misunderstandings. It is time to restate as clearly as possible the aim of the whole endeavor and the duty of each individual. That is the purpose of this message—to state officially, briefly, and clearly the simple rules for common guidance. This plan depends wholly on united action. That unity is almost complete. In the next few days let us close up every gap in the ranks and nail the flag of the Blue Eagle on the door of every man who works another man.

HUGH S. JOHNSON.

(1)

U.S. GOVERNMENT PRINTING OFFICE

SEP 28 1933

HOW TO EARN THE BLUE EAGLE

1. Sign the President's Reemployment Agreement (P.R.A.).
2. Shorten Hours of factory workers to 35 hours per week and of all other employees to 40 hours per week. (See pars. 2, 3, and 4, P.R.A.)
3. Raise Wages. (See pars. 5, 6, and 7, P.R.A.)
4. Don't Employ Child Labor. (See par. 1, P.R.A.)
5. Cooperate with the President. To do this:
 - (a) Live Up to the Agreement. (See par. 8, P.R.A.)
 - (b) Don't profiteer. (See par. 9, P.R.A.)
 - (c) Deal Only with Others "Under the Blue Eagle."
(See pars. 10 and 12, P.R.A.)
 - (d) Get a Code in by September 1. (See pars. 11 and 13, P.R.A.)

HOW TO GET THE BLUE EAGLE

1. Sign the President's Reemployment Agreement.
2. Mail the Signed Agreement to your district office of the Department of Commerce.
3. Put the Agreement into Effect (as outlined above in "How to Earn the Blue Eagle").
4. Sign a Certificate of Compliance. This is a slip distributed with the agreement. It says:

"I/We certify that we have adjusted the hours of labor and the wages of our employees to accord with the President's Reemployment Agreement, which we have signed."

5. Deliver the Certificate of Compliance to Your Post Office. The postmaster will give you your Blue Eagle.

HOW TO EARN AND GET THE BLUE EAGLE IN EXCEPTIONAL CASES

1. Where a Code Has Been Submitted. (See par. 13, President's Reemployment Agreement.)—If your whole trade or industry is unable to live up to the President's Agreement, you should get together at once, with other employers in your trade or industry and, in a group, submit a code of fair competition to NRA in Washington.

Since it takes some time after a Code has been submitted for it to be finally approved, your group may petition NRA to substitute the wages and hours provisions of your code for the wages and hours provisions of the President's Reemployment Agreement.

If NRA finds that the code provisions are within the spirit of the President's Reemployment Agreement, it will consent to such substitutions. If NRA does consent there will be an official notice in all the papers. You may then put the substituted provisions into effect in place of the indicated paragraphs of the President's Reemployment Agreement. In this case you should add to your Certificate of Compliance the following clause: "To the extent of NRA consent as announced, we have complied with the President's Agreement by complying with the substituted provisions of the code submitted by the _____ Trade/Industry."

If the substitution is consented to after you have already put the President's Reemployment Agreement into full effect, and after you have already gotten your Blue Eagle, you may still put the substituted provisions into effect without signing another certificate of compliance.

2. Where a Code Has Been Approved.—If a code of fair competition for your trade or industry has already been finally approved by the President, you need not sign the President's Reemployment Agreement in order to get the Blue Eagle. The same is true if you are subject to a code which has been put into effect temporarily by agreement between the President and representatives of your trade or industry; but in either of these cases, you must sign a certificate of compliance, adding to it the following statement: "We have complied with the operative provisions of the Code for the _____ Trade/Industry."

3. Cases of Individual Hardship. (Par. 14, President's Reemployment Agreement.)

If there are some peculiar reasons why a particular provision of the President's Agreement will cause you, individually, a great and unavoidable hardship, you may still get the Blue Eagle by taking the following steps:

(a) Sign the agreement and mail it to your District Office of the Department of Commerce.

(b) Prepare a petition to NRA setting out the reasons why you cannot comply with certain provisions, and requesting that an exception be made in your case.

(c) Have this petition approved by your trade association. If there is no Trade Association for your business have your petition approved by your local Chamber of Commerce or other representative organization designated by NRA.

(d) If the Trade Association or other organization approves your petition, send it to NRA in Washington with this approval.

(e) Comply with all the provisions of the agreement except the one you are petitioning to have excepted.

(f) Sign the certificate of compliance, adding to it the following clause: "Except for those Interim provisions regarding wages and hours which have been approved by the _____ Trade Association." Deliver this certificate of compliance to your post office. You will receive a Blue Eagle, but before displaying it, you must put a white bar across its breast with the word "provisional" on it. If your petition is finally approved by NRA you may take the bar down. If your petition is not approved by NRA you must comply with the agreement in full.

The fact that NRA has consented to the substitution of the wages and hours provisions of the code submitted by your trade or industry, for the wages and hours provisions of the President's Agreement (as outlined in paragraph 1, above), does not deprive you of your remedy under this paragraph.

If you feel that even with the substituted provisions the President's Agreement will cause you, individually, a great and unavoidable hardship, you should follow

the steps outlined in this paragraph. When you sign the Certificate of Compliance after adding the clause quoted in paragraph 1, you should add the clause quoted in paragraph 3 (f).

4. Union Contracts.—If you have a contract with a labor organization calling for longer hours than the President's agreement allows, and this contract was made in good faith by collective bargaining and cannot be changed by you alone, try to get the labor organization to agree to a reduction to the maximum hours allowed by the President's agreement. If the labor organization will not agree, you may apply to NRA for permission to work your employees as many hours a week as the contract calls for. Send to NRA a request for this permission, with a certified copy of the labor contract, and any statement of the fact you desire.

This application will be handled by NRA in the same manner as an application for relief in cases of individual hardship, filed under paragraph 14 P.R.A., but it will not be necessary to obtain the approval of a trade association or other organization. If NRA approved your application or is able to bring about any modification of the contract, you will then be granted permission to work employees in accordance with the contract as originally written or modified, and can then sign the Certificate of Compliance adding to it the following: "Except as required to comply with the terms of the agreement in effect between the undersigned and the (name of labor organization)."

OFFICIAL EXPLANATION OF THE PRESIDENT'S REEMPLOYMENT AGREEMENT

(Sometimes miscalled "The Blanket Code")

This Agreement binds you to put its terms into effect from the time you sign the Certificate of Compliance until December 31, 1933; but when the President has approved a Code for your trade or industry, that Code takes the place of this Agreement.

YOU AGREE:

Child Labor

1. After August 31, 1933, not to employ any person under 16 years of age, except that persons between 14 and 16 may be employed (but not in manufacturing or mechanical industries) for not to exceed 3 hours per day and those hours between 7 a.m. and 7 p.m. in such work as will not interfere with hours of day school.

This means that after August 31, 1933, you agree not to employ any children under 14 years old in any kind of business. You may employ children between 14 and 16 years old, but only for 3 hours a day and those hours must be between 7 in the morning and 7 at night, and arranged so as not to interfere with school. You agree not to employ any children under 16 years old in a manufacturing or mechanical industry at any time.

Maximum Hours

2. Not to work any accounting, clerical, banking, office, service, or sales employees (except outside salesmen) in any store, office, department, establishment, or public utility, or on any automotive or horse-drawn passenger, express, delivery, or freight service, or in any other place or manner, for more than 40 hours in any one week and not to reduce the hours of any store or service operation to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case not to reduce such hours at all.

This means that you agree not to work any of the kinds of employees listed in this paragraph (except outside salesmen) for more than 40 hours a week. This paragraph covers all employees except factory workers, mechanical workers and artisans. However, no limit on

hours and no minimum wage applies to purely agricultural labor, domestic servants, or persons working for you solely on a commission basis; but if you have persons working for you who are guaranteed a base pay in addition to their commission, then their base pay plus commissions must equal the minimum wage.

This Agreement sets no maximum on the number of hours you may keep your business open. You agree not to keep your wholesale, retail, or service establishment open less than 52 hours a week unless it was open *less* than 52 hours a week before July 1, 1933. Even then you agree to keep it open as long as you used to keep it open before July 1. Of course, if you have always kept your store open shorter hours in the summer months you can continue to do so this summer, but you should pay your employees the same amount each week that they will get when you keep your store open full time.

The stores with more than two employees which remain open the longest are contributing the most to carrying out the purpose of the Agreement. The stores with two or less employees which can be open only the minimum number of hours required are doing the most to fulfill their part.

3. Not to employ any factory or mechanical worker or artisan more than a maximum week of 35 hours until December 31, 1933, but with the right to work a maximum week of 40 hours for any 6 weeks within this period; and not to employ any worker more than 8 hours in any one day.

This means that if you are employing factory or mechanical workers or artisans, you agree not to work them more than 35 hours a week and not more than 8 hours in any one day.

When you have more than the usual amount of work to do and can't get additional workers, you may employ this class of employees up to 40 hours a week in any 6 weeks, but even in this case you must not work them more than 8 hours a day.

4. The maximum hours fixed in the foregoing paragraphs 2 and 3 shall not apply to employees in establishments employing not more than two persons in towns of less than 2,500 population which towns are not part of a larger trade area; nor to registered pharmacists or other professional persons employed in their profession; nor to employees in a managerial or executive capacity, who now receive more than \$35 per week; nor to employees on emergency maintenance and repair work; nor to very special cases where restrictions of hours of highly skilled workers on continuous processes would unavoidably reduce production but, in any such special case, at least time and one-third shall be paid for hours worked in excess of the maximum. Population for the purposes of this Agreement shall be determined by reference to the 1930 Federal census.

This means that there are certain employees whom you may work longer hours than are allowed by paragraphs 2 and 3, P.R.A.

If your business is in a small town (population less than 2,500 by the 1930 census) and you do not employ more than two persons, the limit on hours does not apply to these employees. If your town is really a part of a larger business community, the limit on hours does apply to these employees.

The limit on hours does not apply to your employees who are wholly or primarily managers or executives, as long as they receive \$35 a week. Professional persons, like doctors, lawyers, registered pharmacists and nurses, may be employed without any limit on hours.

Where employees are doing emergency jobs of maintenance or repair work, they may be kept on the job for longer hours, but you agree to pay them at least time and one third for hours worked over the limits set in paragraphs 2 and 3, P.R.A.

There are a few very special cases where highly skilled workers must be allowed to work more than the limit of hours in order to keep up output on continuous process, but, here again, you agree to pay them at least time and one third for the hours they work over the limits set in paragraphs 2 and 3, P.R.A.

Minimum Wages

5. Not to pay any of the classes of employees mentioned in paragraph 2 less than \$15 per week in any city of over 500,000 population, or in the immediate trade area of such city; nor less than \$14.50 per week in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$14 per week in any city of between 2,500 and 250,000 population, or in the immediate trade area of such city and in towns of less than 2,500 population to increase all wages by not less than 20 percent, provided that this shall not require wages in excess of \$12 per week.

This sets out the schedule of minimum wages which you agree to pay all employees, except factory or mechanical workers or artisans. The wages are set out in terms of dollars per week, but if your employees are paid by the hour, you may use the following schedule:

Place of business (Population by 1930 Census)	Minimum wage
In cities of 500,000 or over	37½ cents per hour
In cities of between 250,000 and 500,000	36¼ cents per hour
In cities of between 2,500 and 250,000	35 cents per hour

If your business is in a town of less than 2,500 population, you agree to raise all wages at least 20 percent. If raising all wages 20 percent causes you to pay over \$12 per week, then you need only pay the \$12 per week.

If there is any doubt in your mind as to whether your business is in the "immediate trade area" of a city, you should ask your local chamber of commerce or other similar organization for a decision on the matter. The general rule is that the "immediate trade area" is the area in which there is direct retail competition.

6. Not to pay any employee of the classes mentioned in paragraph 3 less than 40 cents per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case not to pay less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour. It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piece-work performance.

This fixes the minimum wage which you agree to pay factory and mechanical workers and artisans. The following schedule may help you to find out the proper rate:

If the rate for the same kind of work in the same community on July 15, 1929, was—	The minimum rate which you agree to pay is—
More than 40 cents an hour_____	40 cents an hour
30 cents to 40 cents an hour_____	The July 15, 1929, hourly rate
Less than 30 cents an hour_____	30 cents an hour

Instead of paying by the hour, you may pay by the week at a rate which gives the same weekly earnings for a week of 35 hours. For example, instead of 40 cents an hour, you may pay \$14 per week.

If you had a contract on or before August 1, 1933, with a learner or apprentice, you do not have to pay him the minimum wage, but no one should be classed as a learner or an apprentice who has ever been employed as a regular worker in your industry.

7. Not to reduce the compensation for employment now in excess of the minimum wages hereby agreed to (notwithstanding that the hours worked in such employment may be hereby reduced) and to increase the pay for such employment by an equitable readjustment of all pay schedules.

Two official interpretations—no. 1 and no. 20—have been issued, explaining this paragraph. You can get copies of these at your local chamber of commerce or from the nearest NRA representative.

Antisubterfuge

8. Not to use any subterfuge to frustrate the spirit and intent of this Agreement which is, among other things, to increase employment by a universal covenant, to remove obstructions to commerce, and to shorten hours and to raise wages for the shorter week to a living basis.

This is the heart of the whole Agreement. The President's Plan is to cure this depression by increasing purchasing power. You can help him put this plan over by voluntarily signing this Agreement to shorten hours and raise wages. There is no FORCE to compel you to sign this Agreement. It is not LAW. It is a personal Agreement between you and the President. The President expects you to do everything in your power to carry out the spirit of the Agreement after you sign it. This means wholehearted cooperation by really EARNING the Blue Eagle—not by just getting it and then not doing your part.

It would be a "subterfuge to frustrate the spirit and intent of this Agreement" to sign it and then put all of your employees on a straight commission basis—or any other trick to avoid doing what you promise to do.

Antiprofitteering

9. Not to increase the price of any merchandise sold after the date hereof over the price on July 1, 1933, by more than is made necessary by actual increases in production, replacement, or invoice costs of merchandise, or by taxes or other costs resulting from action taken pursuant to the Agricultural Adjustment Act, since July 1, 1933, and, in setting such price increases, to give full weight to probable increases in sales volume and to refrain from taking profiteering advantage of the consuming public.

The object of this paragraph is to prevent profiteering or speculation, so that prices will not rise faster than purchasing power, and destroy the President's Plan. The danger to be avoided was pointed out by the President on June 16, 1933, in the statement which he made on signing the Recovery Act. He said, then:

"If we now inflate prices as fast and as far as we increase wages, the whole project will be set at naught. We cannot hope for the full effect of this plan unless, in these first critical months, and, even at the expense of full initial profits, we defer price increases as long as possible. If we can thus start a strong, sound upward spiral of business activity our industries will have little doubt of black-ink operations in the last quarter of this year. The pent-up demand of this people is very great, and if we can release it on so broad a front, we need not fear a lagging recovery. There is greater danger of too much feverish speed."

If you were selling your merchandise on July 1, 1933, below cost, you may take your cost price on that date as the basis for determining the allowable increase under this paragraph.

Cooperation

10. To support and patronize establishments which also have signed this agreement and are listed as members of NRA (National Recovery Administration).

The success of the President's Reemployment Agreement program depends upon public support going to those who raise wages and shorten hours in accordance with this agreement, in order to repay them for the extra expense which they have incurred in doing their part.

Codes

11. To cooperate to the fullest extent in having a code of fair competition submitted by his industry at the earliest possible date, and in any event before September 1, 1933.

This agreement is a temporary measure to tide over the time from now until all employers and employees can cooperate under codes of fair competition under the National Industrial Recovery Act. You agree, in this paragraph, to do all you can to have a code submitted for your trade or industry before September 1, 1933.

Appropriate Adjustments

12. Where, before June 16, 1933, the undersigned had contracted to purchase goods at a fixed price for delivery during the period of this agreement, the undersigned will make an appropriate adjustment of said fixed price to meet any increase in cost caused by the seller having signed this President's reemployment agreement or having become bound by any code of fair competition approved by the President.

This agreement will, usually, increase the costs of those who sign it. The purpose of this paragraph is to pass any such increased costs along from one signer to another, and so on to the consumer.

If you have a contract made before June 16, 1933, to buy goods at a fixed price, you agree to make an arrangement with your seller so that you pay him for the extra cost to him caused by his having signed this agreement, or having come under a code approved by the President.

In some cases the final buyer is the Government, which, under existing law, is generally not allowed to pay more than the contract price. The President has announced that he will recommend to Congress that appropriations be made to allow the Government to play its part by paying Government contractors who have signed the agreement for their increased costs. The President has also appealed to the States and cities to take action permitting them to do likewise.

You should have no fear that, because your buyer has not signed, you will be left with the increased cost on you alone. The President expects *every* employer to sign this agreement.

Substitutions

13. This agreement shall cease upon approval by the President of a code to which the undersigned is subject; or, if the NRA so elects, upon submission of a code to which the undersigned is subject and substitution of any of its provisions for any of the terms of this agreement.

As pointed out in the explanation of paragraph (11) P.R.A. above, the President plans to have all business govern itself under codes, and therefore codes should be promptly submitted. If NRA finds that the wages and hours provisions of a code which has been submitted are within the spirit of this agreement, NRA will authorize your industry to operate under those provisions rather than under the wages and hours provisions of this agreement.

Exceptions

14. It is agreed that any person who wishes to do his part in the President's reemployment drive by signing this agreement, but who asserts that some particular provision hereof, because of peculiar circumstances, will create great and unavoidable hardship, may obtain the benefits hereof by signing this agreement and putting it into effect and then, in a petition approved by a trade association of his industry or other representative organization designated by NRA, may apply for a stay of such provision pending a summary investigation by NRA if he agrees in such application to abide by the decision of such investigation. This agreement is entered into pursuant to section 4 (a) of the National Industrial Recovery Act and subject to all terms and conditions required by sections 7 (a) and 10 (b) of that act.

If you really want to do your part in the President's reemployment program, sign this agreement. If some particular part of this agreement causes you, as an *individual employer*, great and unavoidable hardship, you may obtain relief by taking the steps outlined under the heading Cases of Individual Hardship.

INTERPRETATIONS OF THE PRESIDENT'S REEMPLOYMENT AGREEMENT

INTERPRETATION NO. 1

CONCERNING PARAGRAPH 7

(See also Interpretation No. 20)

Paragraph 7 means, first, that compensation of employees above the minimum wage group (whether now fixed by the hour, day, week, or otherwise) shall not be reduced, either to compensate the employer for increases that he may be required to make in the minimum wage group in order to comply with the agreement, or to turn this reemployment agreement into a mere share-the-work movement without a resulting increase of total purchasing power. This first provision of paragraph 7 is a general statement of what shall *not* be done.

The rest of paragraph 7 is a particular statement of what *shall* be done, which is that rates of pay for employees above the minimum wage group shall be increased by "equitable readjustments." No hard and fast rule can be laid down for such readjustments, because the variations in rates of pay and hours of work would make the application of any formula unjust in thousands of cases. We present, however, the following examples of the need for and methods of such readjustments:

Example 1. Employees now working 40 hours per week in factories. When hours are reduced to 35, the present rate per hour if increased one seventh would provide the same compensation for a normal week's work as before.

Example 2. Employees now working 60 hours per week in factories. When hours are reduced to 35, a rate per hour if increased one seventh might be insufficient to provide proper compensation. But, to increase the rate by five sevenths, in order to provide the same compensation for 35 hours as previously earned in 60, might impose an inequitable burden on the employer. The 60-hour week might have been in effect because of a rush of business, although a 40-hour week might have been normal practice at the same hourly wage. Seasonal or temporary increases in hours now in effect, or recent increases in wages, are proper factors to be taken into consideration in making equitable readjustments.

The policy governing the readjustment of wages of all employees in what may be termed the higher wage groups requires, not a fixed rule, but "equitable readjustment" in view of long standing dif-

ferentials in pay schedules, with due regard for the fact that pay rolls are being heavily increased and that employees will receive benefits from shorter hours, from the reemployment of other workers, and from stabilized employment which may increase their yearly earnings.

The foregoing examples indicate the necessity of dealing with this problem of "equitable readjustment" of the higher rates of pay on the basis of consideration of the varying circumstances and conditions of the thousands of enterprises and employments involved. Any attempt to define a national standard would be productive of widespread injustice. The National Recovery Administration will, through local agencies, observe carefully the manner in which employers comply with their agreement to make "equitable readjustments", and will take from time to time and announce from Washington such action as may be necessary to correct clear cases of unfairness and to aid conscientious employers in carrying out in good faith the terms of the agreement.

When an employer signs an agreement and certifies his compliance *and also joins in the submission of a Code of Fair Competition* before September 1, 1933, his determination of what are "equitable readjustments" should be accepted at least prior to September 1, as a *prima facie* compliance with his agreement, pending action by NRA upon the code submitted, or any other action by NRA taken to insure proper interpretations or applications of agreements. This will afford NRA an opportunity to survey the general results of the reemployment program and to iron out difficulties and misunderstandings over agreements that are of a substantial character.

INTERPRETATION NO. 2

CONCERNING PARAGRAPH 14

A person who believes that some particular provision in the Agreement, because of peculiar circumstances, will create great and unavoidable hardship should prepare a petition to NRA asking for a stay of this provision as to him. He should then submit this petition to the trade association of his industry or, if there is none, to the local chamber of commerce or similar representative organization designated by NRA for its approval. The written approval of the trade association or such other organization will be accepted by NRA as the basis for a temporary stay, without further investigation, pending decision by NRA. The petition must contain a promise to abide by NRA's decision, so that if NRA decides against the petitioner he must give effect to the provision which was stayed from the date of the decision of NRA.

The petition and approval of the trade association or other organization, as prescribed above, should be forwarded to NRA in Washington; and the employer's signed copy of the President's Re-employment Agreement should be sent to the District Office of the Department of Commerce. After complying with these requirements the employer will be entitled to receive and display the Blue Eagle by delivering his certificate of compliance to his Post Office.

Paragraph 14 is not intended to provide for group exceptions, but only to meet cases of individual hardship.

INTERPRETATION NO. 3

CONCERNING DATE OF COMPLIANCE

It is expected that all employers desiring to cooperate with the President's recovery program will sign the Agreements promptly and mail them in. It is recognized, however, that it will be physically impossible in many instances to adjust employment conditions and to hire the necessary additional personnel in order to comply with the Agreement on August 1. For that reason, provision has been made for issuing the Blue Eagle only upon the filing of a certificate of compliance. It should be possible in most cases to make the necessary adjustments and file a certificate of compliance within the first week of August, and such action, taken as promptly as possible, will be regarded as carrying out the Agreement in good faith.

INTERPRETATION NO. 4

CONCERNING PARAGRAPH 13

All employers are expected to sign the Agreement, whether codes have been submitted to NRA or not (unless such codes have already been approved); but after the President has approved a code, or after NRA has approved of the substitution of the provisions of a code for Agreements in the trade or industry covered, conformity with the code provisions by an employer will be regarded as compliance with his individual Agreement.

INTERPRETATION NO. 5

CONCERNING PARAGRAPH 9

Where the July 1, 1933, price was a distress price, the employer signing the agreement may take his cost price on that date as the base for such increase in selling price as is permitted by paragraph 9.

INTERPRETATION NO. 6

CONCERNING EMPLOYMENTS COVERED BY THE AGREEMENT

The following groups of employment are not intended to be covered by the President's Reemployment Agreement:

1. Professional occupations.
2. Employees of Federal, State, and local governments and other public institutions and agencies.
3. Agricultural labor.
4. Domestic servants.
5. Persons buying goods and selling them independently or persons selling solely on commission, provided, however, that persons regularly employed to sell on commission, with a base salary or guaranteed compensation, come within the requirements of the agreement.

INTERPRETATION NO. 7

CONCERNING PARAGRAPH 4

TIME AND A THIRD FOR HOURS WORKED IN EXCESS OF THE MAXIMUM BY EMPLOYEES ON EMERGENCY MAINTENANCE AND REPAIR WORK

Hours worked in excess of the maximum by employees on emergency maintenance or repair work shall be paid at the rate of time and one third.

INTERPRETATION NO. 8

CONCERNING PARAGRAPH 2

SEASONAL REDUCTION OF HOURS OF OPERATION

The hours of any store or service operation may be reduced below the minimum specified in paragraph 2 if the reduction is in accordance with a practice of seasonal reduction of hours and does not result in reduction of the weekly pay of employees.

INTERPRETATION NO. 9

CONCERNING THE MINIMUM WAGE FOR APPRENTICES

The minimum wage provisions of the Agreement do not apply to apprentices if under contract with the employer on August 1, 1933, but no one shall be considered an apprentice within the meaning of this interpretation who has previously completed an apprenticeship in the industry.

INTERPRETATION NO. 10

CONCERNING THE MINIMUM WAGE FOR PART-TIME WORKERS

The minimum wage for a part-time worker in an employment described in paragraph 2 of the Agreement is a wage such that if the employee worked at that wage for a full week of 40 hours he would receive the minimum weekly wage prescribed for him by the Agreement. The minimum wage for a part-time worker in an employment described in paragraph 3 of the Agreement is the minimum wage per hour prescribed by paragraph 6 of the Agreement.

INTERPRETATION NO. 11

CONCERNING MAXIMUM HOURS OF STORE OPERATION

The Agreement imposes no limitation on the maximum hours of operation of a store or service.

INTERPRETATION NO. 12

CONCERNING EMPLOYMENTS INCLUDED IN PARAGRAPH 2

The following are among the employments included in paragraph 2:

Barbers	Janitors
Beauty parlor operators	Watchmen
Dish washers	Porters
Drivers	Restaurant workers
Delivery men	Filling station operators
Elevator operators	

INTERPRETATION NO. 13

CONCERNING PARAGRAPH 5

"Immediate trade area" is the area in which there is direct retail competition. In case of question, the decision shall be made by the local chamber of commerce or similar organization subject to review by the State Recovery Board.

INTERPRETATION NO. 14

CONCERNING OWNERS OF STORES WITHOUT EMPLOYEES

Owners operating their own establishments without any employees may obtain the insignia of NRA by signing the Agreement and a Certificate of Compliance.

INTERPRETATION NO. 15

CONCERNING PARAGRAPH 4

The maximum hours fixed in paragraphs 2 and 3 of the Agreement do not apply to an employee receiving more than \$35 per week and who is acting primarily, although not wholly, in a managerial or executive capacity.

INTERPRETATION NO. 16

CONCERNING NONPROFIT ORGANIZATIONS

Nonprofit organizations are considered as employers for the purposes of the Agreement.

INTERPRETATION NO. 17

CONCERNING SIGNING OF AGREEMENTS

An employer engaged in several different businesses or employing labor of several different classes should sign but one Agreement.

INTERPRETATION NO. 18

(See also No. 12)

CONCERNING EMPLOYMENTS INCLUDED IN PARAGRAPH 2

The following are among the employments included in paragraph 2: Maintenance forces (including charwomen, window cleaners, etc.).

INTERPRETATION NO. 19

CONCERNING PROFESSIONAL PERSONS

The following are included among professional persons within the meaning of paragraph 4:

Newspaper reporters, editorial writers, rewrite men and other members of editorial staffs.

Internes, nurses, hospital technicians, research technicians.

INTERPRETATION NO. 20 (CONCERNING PARAGRAPH 7)

SUPPLEMENTING INTERPRETATION No. 1

Paragraph 7 prevents the reduction of compensation in excess of the minimum, whether it is paid by the hour, day, week, or month.

Therefore, an employee previously paid by the day, week, or month will receive as much for the shorter day, week, or month.

An employee previously paid by the hour will receive as much per hour, but as shortening his hours will reduce his actual earnings per day or week his compensation per hour is to be increased by an equitable readjustment.

There is no fixed rule which can be applied to determine what is an equitable readjustment. In general, it will be equitable to figure what the employee would have earned at his previous rate per hour in a normal week in the industry, and then to increase the hourly rate so as to give him substantially the same compensation as he would have gotten for that normal week. But consideration must be given to other factors, including: Is the existing rate high or low compared with the average rate paid in the industry? Will the resulting adjustment result in an unfair competitive advantage to other employers or other trades or industries? Will a long-standing wage differential be lost if there is no increase in the existing rate?

UNION CONTRACTS

Where an employer is bound by the terms of a contract with a labor organization entered into as the result of bona fide collective bargaining and he is unable to effect a change in such contract by agreement in order to comply with the terms of the President's Reemployment Agreement, he may certify his compliance with the President's Agreement with the following exception: "Except as required to comply with the terms of agreement in effect between the undersigned and -----."

(name of labor organization)

It should be understood that his exception can be made only in the case of a contract not subject to change at the discretion of the employer and then only after a certified copy of the contract has been filed with the National Recovery Administration and its approval has been given to the exception stated.

When application is made for approval of such an exception, the application will be handled by the National Recovery Administration in the same manner as applications for relief in cases of individual hardship filed under paragraph 14 of the President's Reemployment Agreement, provided, however, that the approval of a trade association or other representative organization will not be required.¹

INTERPRETATION NO. 21

SUPPLEMENTING INTERPRETATION No. 20

The following paragraph is added at the end of interpretation no. 20:

When application is made for approval of such an exception, the application will be handled by the National Recovery Administra-

¹ This paragraph was added by interpretation no. 21.

tion in the same manner as applications for relief in cases of individual hardship filed under paragraph 14 of the President's Re-employment Agreement: *Provided, however,* That the approval of a trade association or other representative organization will not be required.

With this addition, the last three paragraphs of interpretation no. 20 are as follows:

Where an employer is bound by the terms of a contract with a labor organization entered into as the result of bona fide collective bargaining and he is unable to effect a change in such contract by agreement in order to comply with the terms of the President's Agreement with the following exception: "Except as required to comply with the terms of agreement in effect between the undersigned and

-----"
(Name of labor organization)

It should be understood that his exception can be made only in the case of a contract not subject to change at the discretion of the employer and then only after a certified copy of the contract has been filed with the National Recovery Administration and its approval has been given to the exception stated.

When application is made for approval of such an exception, the application will be handled by the National Recovery Administration in the same manner as applications for relief in cases of individual hardship filed under paragraph 14 of the President's Re-employment Agreement: *Provided, however,* That the approval of a trade association or other representative organization will not be required.

GENERAL EXPLANATIONS

1. NONCOMMERCIAL EMPLOYERS

There is nothing to prevent an employer of labor outside of trades and industries, any professional man or organization or any non-profit organization, from signing the President's Reemployment Agreement and conforming to its provisions. This does not mean, however, that there is any compulsion to do so, other than that resulting from a desire to cooperate, when appropriate, with a general program of shorter hours and higher wages.

To the extent that labor is employed in occupations comparable with trades or industries, it is, of course, desirable that similar conditions prevail. This applies to professional men or organizations, hospitals, educational institutions, or any non-profit organization.

2. RIGHT OF FARMERS TO THE BLUE EAGLE

Farmers may obtain the Blue Eagle if they comply with the President's Agreement. Interpretation no. 6, in which it is stated that agricultural labor is not intended to be covered by the P.R.A. means that it was intended that employers of such labor should not be under any compulsion to sign the President's Agreement. Any farmer in trade or industry who complies with the terms of the President's Agreement as to his agricultural labor will, of course, be entitled to the Blue Eagle.

3. PERSONS LIMITED IN EARNING POWER THROUGH PHYSICAL OR MENTAL DEFECTS OR AGE

Persons who are limited in their earning power through physical or mental defects, age, or other infirmities, may be employed on light duty below the minimum wage set by the President's Agreement, and for longer hours than are therein authorized, if the employer obtains from the State labor commission a certificate authorizing the employment of such defectives in such manner.

T. S. HAMMOND,
Executive Director,
President's Reemployment Program.

Approved:

HUGH S. JOHNSON,
Administrator.



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NATIONAL RECOVERY ADMINISTRATION

BULLETIN No. 5

REGULATIONS ON PROCEDURE
FOR
LOCAL NRA COMPLIANCE
BOARDS



UNITED STATES
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WASHINGTON : 1933

NATIONAL RECOVERY ADMINISTRATION

Bulletin No. 5

September 12, 1933

The following regulations are issued as a guide to all local NRA Compliance Boards in the handling of complaints of noncompliance, petitions for exceptions, and petitions to operate under union contracts.

The members of these boards are volunteering their services in order to help the President in securing 100 percent compliance with the President's Reemployment Agreement.

These boards are not councils of inquisition or compulsion. Their function is primarily to be of service to all employers who have signed the President's Agreement by keeping them informed of the meaning of the Agreement and the individual employer's obligations under it. They should be ready and willing to aid all employers who come to them for information.

They should make themselves known in their community as widely as possible so that all may know that the local NRA Compliance Board is the local authority on the President's Reemployment Agreement program.

They should give out authoritative information through every agency open to them. The job of these boards is to secure compliance. In almost all cases this can be done by letting the employers know what is expected of them.

If an employer willfully persists in noncompliance with the Agreement after being fully informed of his obligations he is no longer entitled to the Blue Eagle and the Federal Government will take it away.

Section I. Complaints on Noncompliance

PARAGRAPH 1. Outline of procedure.—In brief, the following are the steps to be followed in handling complaints of noncompliance with the President's Reemployment Agreement (hereinafter called "complaints"):

- (a) Receipt of complaints.
- (b) Notice to NRA member against whom a complaint has been filed (hereinafter called the "Employer") of this fact.
- (c) Explanation.
- (d) Notice to Employer of opportunity to appear before the Board and state his case.
- (e) Hearing.
- (f) Decision of Board.
- (g) Reports and recommendations to the Secretary of the District Recovery Board at the District Office of the Department of Commerce (hereinafter called the "District Office").

These steps are taken up in detail below.

PAR. 2. Receipt of complaints.—(a) All complaints must be presented to the local NRA Compliance Board (hereinafter called the "Board") in the Employer's community. All complaints should be in writing and signed by the person making the complaint (hereinafter called the "complainant").

(b) The legal member of the Board should be designated as secretary to the Board and should be charged with the duty of receiving and examining all complaints. He should reject all those in which the facts, as stated, if true, do not constitute noncompliance with the President's Agreement. If he is in doubt as to whether or not the facts stated, if true, do constitute noncompliance, he should request a ruling from NRA through the Secretary of the District Recovery Board at the District Office on the stated facts.

PAR. 3. Notice to employer of complaint.—(a) The Employer should be notified of the complaint. It is very important that this notice be made in the proper manner. In many instances, mere notice of the fact that a complaint has been filed will be sufficient to induce immediate compliance. The whole tone of any notification, whether written, telephonic, or personal, should be that of assuming that the Employer is complying and that the complaint is due to some misunderstanding, which the Employer can clear up by explaining the situation to a representative of the Board. The Employer should not be given the name of the complainant unless the Employer requests it and the complainant agrees.

(b) In no event should the fact that a complaint has been filed against an Employer be made public.

PAR. 4. Education.—(a) Since in the notice to the Employer the offer is made to explain the President's Agreement to him, this explanation should be made at the time of giving the notice, if telephonic or personal, or, if the notice was written, by personal interview. These interviews should not be before the whole Board. The legal member or other member or representative of the Board should contact the Employer, informally, for the purpose of clearing up any misunderstanding in the Employer's mind as to the application of the President's Agreement to him.

(b) If the volume of cases before the Board is so great that the members of the Board are not able to conduct these personal interviews themselves, they may appoint representatives, who, under the direction of the legal member, may conduct these personal contacts. (See sec. IV below on Enlargement of Board.)

(c) The Board member or representative should make every effort to induce compliance by conciliation and explanation. The Employer should be furnished with copies of these regulations and other official explanatory releases of NRA on the President's Agreement. If it appears that the reason for noncompliance is unavoidable hardship, the Employer's Remedy of Exceptions under paragraph (14) of the President's Agreement should be explained to him.

(d) If an understanding cannot be reached by this method, the Employer should be given an opportunity to state his case before the entire Board.

(e) If an Employer claims that he has a stay of certain provisions because of the fact that he has had a petition approved by a trade association, chamber of commerce, or other organization, the Board should check this by contacting the organization. If the organization still has the petition it should be turned over to the Board. The Board will then consider it as an original petition under section II. In some cases the organization may have given the Employer to understand that the petition had been finally approved. There has never been any authority from NRA for such final approval. However, if it would be a serious injustice to the Employer to reverse this unauthorized approval, much weight should be given to this fact. If the petition has already been forwarded to NRA in Washington this fact should be immediately communicated to the Compliance Board Section, Blue Eagle Division, NRA, Washington, D.C. Pending a report from Washington the petitioner may continue to operate under the provisional stay.

PAR. 5.—Notice of opportunity to appear before the Board.—Notice of opportunity to appear before the Board and state his case shall be mailed to the Employer in a franked envelope. In no event

shall this notice be made public unless the Employer chooses to do so himself. A copy of these regulations and other material mentioned in paragraph 4 (c) should be attached to this notice, if the employer has not already been furnished such material.

PAR. 6. Hearing.—(a) The Employer may not be forced to appear before the Board. The Board should keep in mind at all times that he is there voluntarily and should govern its attitude toward him accordingly. The proceeding must not take on the character of litigation or of inquisition.

(b) Although the Employer may be represented by counsel, if he so desires, there is no necessity for this. The Employer may not be forced to answer questions. In fact, it should not be found necessary to ask any questions except as an aid to the Employer in making his voluntary statement. No questions should be asked except those strictly necessary to determine whether or not the Employer is complying. This hearing should not be taken advantage of as an opportunity to pry into a man's business. The Board has no power to compel the attendance or examination of witnesses, or to compel a submission of books or other papers to the Board. If the Employer takes the position of "standing on his constitutional rights" or "refusing to answer questions because they might tend to incriminate him," it should be explained to him by the legal member that the President's Reemployment Agreement is not a statute to be enforced by law but a voluntary individual covenant.

It should be assumed that if the Employer is acting within the spirit of the Agreement, he will be ready and willing to come forward with a frank statement of his position in order to clear up any misunderstanding. However, it should be explained further, that a refusal to answer a question will be considered contrary to the spirit of the Agreement if the answer to the question would determine whether or not the Employer was complying. Such a refusal should be noted by the Board in making its report to NRA.

PAR. 7. Decision by the Board of action to be taken.—(a) All the decisions of the Board should be arrived at by majority vote. All members of the Board should be given an opportunity to approve or disapprove all decisions (whether on complaints, exceptions, or union contracts). All reports should bear the signature of all members, who should indicate thereon their approval or disapproval.

(b) The facts, as found, may vary from the facts as stated in the original complaint. If this is the case and there has been no decision by NRA on the same facts, a ruling should be obtained through the Secretary of the District Recovery Board at the District Office. On this ruling the Board should base its decision.

(c) If the Board decides that the Employer has been complying with the Agreement, the case should be dropped, and the Employer

should be furnished with a Letter of Compliance, which he may display near his NRA insignia.

(d) (1) If the Board decides that the Employer has not been complying with the President's Agreement, the Employer should be notified of the facts which the Board has decided constitute noncompliance. He should then be given an opportunity to state that he will rectify the conditions which constituted noncompliance in his case immediately, and that he will report to the Board when he has complied. If after such a report the Board is satisfied that the Employer is complying, he should be given a Letter of Compliance.

(2) If the Employer refuses to comply after being given an opportunity to rectify the conditions which constituted noncompliance in his case he should be told that the Board is forced to report the facts of his case to NRA and to recommend that the proper Federal authority be directed to remove his Blue Eagle.

(3) If after an Employer has received a Letter of Compliance, pursuant to paragraph 7 (d) (1), a second complaint is filed on the same grounds of noncompliance as the first; and the Board, after a hearing finds that the Employer has been willfully not complying, the Board should send its recommendation to remove the Blue Eagle to NRA without giving the Employer another chance to comply and report.

(e) The Employer should be given the opportunity to submit a written statement of his position to the Board, if he so desires. This statement must accompany the Board's report to NRA.

(f) If a bona fide complaint has been filed and the Employer notified of this fact, but the Employer refuses to see the Board member or representative, or to make a statement to the Board, the Board should report these facts to NRA with the recommendation of the Board.

PAR. 8. Reports, recommendations, and records.—(a) All reports for information and all reports and recommendations with regard to complaints, should be mailed to the Secretary of the District Recovery Board at the District Office.

(b) The *report* should include:

(1) The original *complaint*.

(2) A signed certificate by the legal member, or other appropriate authorized representative that:

a. Notice of this complaint was given the employer.

b. The Employer had his obligations explained to him and was supplied with these regulations and other explanatory material mentioned in paragraph 4 (c).

c. The Employer was given a notice of opportunity to be heard.

(3) A *Summary* of the Employer's statement to the Board,

if he made one. This should be signed by the legal member of the Board, and by the Employer, if he is willing. If the employer is not willing to sign the summary, that fact should be noted. If the Employer refused to make any statement to the Board, this fact should also be noted. (See par. 7 (F).)

(4) Any additional facts which the Board considers to be the point.

(c) (1) The Board should include a *recommendation* of the action to be taken in each case in which a majority has decided that there has been noncompliance. It should be signed by all members of the Board voting in the majority.

(2) In addition to the majority recommendation, the dissenting minority should submit a signed recommendation, together with a statement of the reasons for their dissent.

(d) (1) In addition to the reports submitted in each individual case of noncompliance, Progress Reports will be requested from time to time by the Secretary of the District Recovery Board. For this reason the Board should keep a record of all complaints, and the disposition of each.

(2) In all cases where a hearing has been had, and a decision of compliance made, a record should be kept of the Employer's statement, and the reasons why a finding of compliance was made.

(3) In all cases where a finding of noncompliance was made, but the Employer agreed to comply immediately, a record should be kept, so that if the Employer does not comply, or fails to comply in the future, his previous record will be available.

PAR. 9. Files.—The files of the Board on complaints should not be open to the public.

Section II. Petitions for Exception

PARAGRAPH 1. (a) All petitions for exception from the provisions of the President's Reemployment Agreement under paragraph (14) thereof (hereinafter called "Petitions") should be submitted in duplicate direct to the Board.

(b) From the date of these regulations, no petition shall be presented to or accepted by trade associations, chambers of commerce, or any other organizations. (See sec. I, par. 4 (d).)

PAR. 2. The question presented by a petition is whether or not some particular provision of the President's Agreement, because of peculiar circumstances, would create great and unavoidable hardship in the case of the individual petitioner. The burden is on the petitioner to present sufficient facts in his written petition to decide this

question. The petition should be signed and sworn to before a Notary.

PAR. 3. No exception from paragraphs (1), (8), (10), (11), or (13) of the President's Agreement may be approved and no exception from or statement of an interpretation or understanding of section 7 (a) or section 10 (b) of the National Industrial Recovery Act may be approved.

PAR. 4. (a) If the Board finds by *unanimous* vote that the petition is justified by the facts, it should be approved and the petitioner informed of this fact. He may then operate under his petition without displaying any "provisional" bar upon his Blue Eagle.

(b) If the Board finds by *unanimous* vote that the petition is not justified by the facts, it should be disapproved and the petitioner informed of this fact.

(c) In either of the above cases, one copy of the petition, with the Board's action and the reasons therefor, should be forwarded to the Secretary of the District Recovery Board at the District Office. The other copy should be kept in the files of the Board. NRA may reverse the action of the Board in these cases if it finds that such action is unjustified. In order to prevent such reversals, the Board should assure itself of NRA policies by requests for information from the Secretary of the District Recovery Board at the District Office in all doubtful cases.

(d) If the Board finds by a *majority* vote that the petition is or is not justified by the facts, the petition, with majority and minority reasons for approving or rejecting it appended thereto, should be forwarded to the Secretary of the District Recovery Board at the District Office, a copy being kept in the files of the Board. An approval in such case will operate as provisional permission to proceed in accordance with the petition as approved, pending final action by NRA. Until such time as NRA does act, the petitioner should be informed that he may not display the Blue Eagle except with a white bar across its breast bearing the word "provisional."

PAR. 5. If a substitution has already been granted for the employer's trade or industry, the Board should require a much clearer showing of individual hardship before granting an individual exception with respect to the substituted provisions.

PAR. 6. In any case in which the petitioner asks for more than one exception, each exception should be considered separately and a separate decision made on each, so that a petition may be approved in part and denied in part if the facts so warrant.

PAR. 7. In no case should a group exception be allowed. Paragraph (14) of the President's Agreement applies only to cases of individual hardship.

PAR. 8. In every case a copy of the petition with a notation of the decision of the Board and a copy of the recommendation of the Board, if any, should be kept in the files of the Board.

PAR. 9. The files of the Board on exceptions should not be open to the public.

Section III. Petitions for Permission to Operate Under a Union Contract

[For hours longer than the maximum under the President's Reemployment Agreement]

PARAGRAPH 1. Every petition to work employees under a labor contract for longer hours than are permitted under the President's Reemployment Agreement should be signed in duplicate at the foot of the petition by the petitioner, and sworn to before a Notary. It should be accompanied by two certified copies of the contract.

PAR. 2. If the labor contract calls for the payment of wages (at a rate above the minimum under the President's Reemployment Agreement) by the day, week, or month, there should be no grounds for a petition. By paragraph (7) of the President's Reemployment Agreement, the employer has promised to reduce the hours of workers paid by the day, week, or month, to the maximum under the Agreement without reducing their pay by the day, week, or month. He is, therefore, obliged to make an offer to this effect to his employees under the contract, and undoubtedly the offer will be accepted. Such petitions should be refused unless the employer can show some unusual reason why his employees are unwilling to work shorter hours at the same wage.

PAR. 3. (a) The proper case for a labor contract petition is one in which the contract calls for payment of the employees by *the hour*. An employer with such a contract should propose to his workers a reduction of their hours to the maximum, coupled with an upward equitable readjustment of their hourly rate, in accordance with paragraph (7) of the President's Reemployment Agreement, as explained in Interpretations 1 and 20. If the employer and his employees cannot agree on the equitable readjustment, so that an agreement cannot be reached for a reduction of hours, a petition may be filed.

(b) If no attempt has been made at arriving at an equitable readjustment by agreement the petition should be denied.

PAR. 4. (a) Provided, that it is a proper case for a petition, as described above, the Board should then satisfy itself that the contract is a bona fide contract. If it was made on or after June 16, but not before the date when the employer signed the President's Reemployment Agreement, the Board should make certain that the contract was not made to evade the President's Reemployment Agreement.

(b) If the contract was made after the employer signed the President's Reemployment Agreement, or for the purpose of evasion, the petition should be denied.

(c) The petition should also be denied if the contract is subject to change or termination at the will of the employer.

PAR. 5. If the petition indicates that mediation by the Board might lead to agreement between the employer and his employees, the Board should attempt mediation. This should be done by contacting the employees, or their representatives, and offering to mediate. If the mediation is successful, the Board may give permission to the employer to operate under conditions agreed upon by the employer with his employees.

PAR. 6. If the mediation fails, or if the Board finds that mediation is useless, the Board may give permission to the employer to operate under the existing contract.

PAR. 7. In any case where the Board believes that further mediation should be attempted, it should refer the petition, with a report on the situation, direct to the National Labor Board, Washington, D.C. A report of this action should be sent to the Secretary of the District Recovery Board at the District Office.

PAR. 8. If a petition is denied or approved, one copy of the petition and contract with a report of the Board's action and reason therefor should be forwarded to the Secretary of the District Recovery Board at the District Office. The other copy of the petition and contract should be kept in the files of the Board.

PAR. 9. (a) Where the petition has been denied because of the failure of the employer to attempt an equitable readjustment (par. 3 (b) above), the employer will be entitled to the Blue Eagle if he shortens the hours to the maximum, and keeps the weekly pay envelop intact. In this case the employee gets the same weekly wage he received under the union contract (provided that wage is over the minimum provided for in the President's Agreement). If the employer later attempts to make adjustment, he will be entitled to petition again.

(b) If the petition is denied because the employer signed the union contract after signing the Agreement, or to evade the Agreement (par. 4 (b) above), he may earn the Blue Eagle only by keeping the weekly pay envelop intact, and conforming to the maximum hours provisions of the President's Agreement. He may not petition again.

(c) If the petition is denied because the contract is subject to change or termination at the will of the employer (par. 4 (c) above), the employer will be entitled to the Blue Eagle only if he complies with all the provisions of the President's Agreement.

Section IV. Enlargement of Board

PARAGRAPH 1. If the volume of business which comes before the Board increases to the point where it is impossible for it to handle all cases with necessary dispatch, it may be necessary for the Board to expand. Much of the volume of work on complaints can be handled by appointing representatives of the Board to contact the Employer before the hearing in an effort to induce voluntary compliance by explanation and conciliation. These representatives should be appointed by a majority of the Board. They should be selected for their tact and knowledge of the President's Agreement. Persons with some legal training should be considered for such appointments. In no case may these representatives be used as investigating agents. Their function should be to help the Employer, to understand his obligations, not to cross-question nor intimidate him.

PAR. 2. If the number of cases which have to be heard by the Board, sitting as a single body, becomes too great, the Board may appoint seven more members, representing the same interests and filling the same requirements as members of the original Board. In great cities it may be necessary to appoint several of these boards. They should operate as *departments* of the original Board and should be responsible to it so that there is uniformity of treatment.

PAR. 3. In any case where the Board is expanded by the appointment of additional members (as distinguished from representatives) such appointments should be reported to NRA in Washington for confirmation or modification. A duplicate of this report should be mailed to the Secretary of the District Recovery Board at the District Office.

Section V. Codes

PARAGRAPH 1. The local NRA Compliance Boards are set up to obtain compliance with the President's Agreement, not with permanent codes. For the present all problems of Code Administration as distinguished from the Administration of the President's Agreement should be forwarded directly to NRA in Washington.

Section VI. Substitutions

PARAGRAPH 1. In many cases NRA has consented to the substitution of certain provisions of a code submitted to NRA for certain provisions of the President's Agreement. (See par. (13) P.R.A.) In almost all cases they are substituted for paragraphs (8), (4) and (6) only of the President's Agreement.

PAR. 2. (a) Complaints of noncompliance with these substituted provisions should be treated as complaints of noncompliance with

the President's Agreement, not as code violations, since these codes have not been approved by the President.

(b) The Board will be furnished with copies of these substitutions so that they may determine whether an Employer against whom a complaint has been filed is complying with them.

(c) If the Employer is found to be complying with the substituted provisions he should be furnished with a Letter of Compliance.

PAR. 3. In no case may a local NRA Compliance Board entertain a petition for NRA consent to the substitution of the provisions of any code for any provisions of the President's Agreement. All such petitions should be presented direct to the P.R.A. Policy Board, NRA, Washington, D.C., by representatives of a substantial majority of the trade or industry petitioning. No such petitions may be presented to the Policy Board after September 30, 1933.

Section VII—Trade Associations

The Board may request the advices of the employer's trade association in any case where such advices might prove helpful in arriving at decisions on complaints, exception, and union contracts.

HUGH S. JOHNSON,
Administrator.

Approved by:

DANIEL C. ROPER, *Chairman,*
National Industrial Recovery Board.



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NATIONAL RECOVERY ADMINISTRATION

BULLETIN No. 6

SUBSTITUTED

WAGES AND HOURS

PROVISIONS

OF THE

**PRESIDENT'S REEMPLOYMENT
AGREEMENT**



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NATIONAL RECOVERY ADMINISTRATION

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SUBSTITUTED

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PRESIDENT'S REEMPLOYMENT AGREEMENT



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OCT 30 1933

NATIONAL RECOVERY ADMINISTRATION

BULLETIN NO. 6

October 14, 1933

SUBSTITUTED WAGES AND HOURS PROVISIONS OF THE PRESIDENT'S REEMPLOYMENT AGREEMENT

By permission of the National Recovery Administration, given under Paragraph (13) of the President's Reemployment Agreement,¹ certain provisions of the proposed codes for a large number of trades and industries have been substituted for certain provisions of the President's Reemployment Agreement. All employers in a trade or industry for which there has been such a substitution may operate under the substituted provisions instead of the corresponding provisions of the President's Reemployment Agreement.

With very few exceptions, the substituted provisions deal with nothing but wages or hours or both. In every case, the paragraphs of the President's Reemployment Agreement for which there have been no substitutions remain in full force without change.

This bulletin contains the text of all the substitutions approved or authorized by the National Recovery Administration except those for trades or industries now covered by approved Codes and except also the substitution approved on July 31, 1933, for the retail dry goods, department, specialty shop, mail order, men's clothing and furnishings, furniture, hardware, and shoe-store trade. This substitution is omitted because the approval of the general retail code is expected at an early date.

No further substitutions will be approved.

In connection with the substitution for each industry two reference numbers are given. The Code Number is the number of the Code, and the Release Number is the number of the Press Release which originally announced the substitution.

Each paragraph of a substitution is preceded by a heading which states the paragraph of the President's Reemployment Agreement for which it is substituted. In many cases its section number in the Code from which it was taken is also shown. Thus, for example, the heading "For Paragraph 3 of the President's Agreement—Code reference: Section 5" means that the paragraph which follows this

¹ Paragraph (13) of the President's Reemployment Agreement, under which substitutions have been approved, reads as follows:

"(13) This agreement shall cease upon approval by the President of a code to which the undersigned is subject; or, if the N.R.A. so elects, upon submission of a code to which the undersigned is subject and substitution of any of its provisions for any of the terms of this agreement."

heading has been substituted for Paragraph 3 of the President's Re-employment Agreement and is Section 5 of the proposed code for the particular trade or industry.

Approval of a substitution by the National Recovery Administration is not a guarantee that the substituted provisions will be approved without change in the permanent Code of Fair Competition for the particular trade or industry.

When a permanent Code of Fair Competition takes effect, it supersedes the President's Reemployment Agreement and the substitution for the trade or industry which it covers.

HUGH S. JOHNSON,
Administrator.

Approved by:
DANIEL C. ROPER, *Chairman,*
National Industrial Recovery Board.

PRESIDENT'S REEMPLOYMENT AGREEMENT

(Authorized by section 4(a) National Industry Recovery Act)

During the period of the President's emergency reemployment drive, that is to say, from August 1 to December 31, 1933, or to any earlier date of approval of a code of fair competition to which he is subject, the undersigned hereby agrees with the President as follows:

(1) After August 31, 1933, not to employ any person under 16 years of age, except that persons between 14 and 16 may be employed (but not in manufacturing or mechanical industries) for not to exceed 3 hours per day and those hours between 7 a.m. and 7 p.m. in such work as will not interfere with hours of day school.

(2) Not to work any accounting, clerical, banking, office, service, or sales employees (except outside salesmen) in any store, office, department, establishment, or public utility, or on any automotive or horse-drawn passenger, express, delivery, or freight service, or in any other place or manner, for more than 40 hours in any 1 week and not to reduce the hours of any store or service operation to below 52 hours in any 1 week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case not to reduce such hours at all.

(3) Not to employ any factory or mechanical worker or artisan more than a maximum week of 35 hours until December 31, 1933, but with the right to work a maximum week of 40 hours for any 6 weeks within this period; and not to employ any worker more than 8 hours in any 1 day.

(4) The maximum hours fixed in the foregoing paragraphs (2) and (3) shall not apply to employees in establishments employing not more than two persons in towns of less than 2,500 population which towns are not part of a larger trade area; nor to registered pharmacists or other professional persons employed in their profession; nor to employees in a managerial or executive capacity, who now receive more than \$35 per week; nor to employees on emergency maintenance and repair work; nor to very special cases where restrictions of hours of highly skilled workers on continuous processes would unavoidably reduce production but, in any such special case, at least time and one third shall be paid for hours worked in excess of the maximum. Population for the purposes of this agreement shall be determined by reference to the 1930 Federal census.

(5) Not to pay any of the classes of employees mentioned in paragraph (2) less than \$15 per week in any city of over 500,000 population, or in the immediate trade area of such city; nor less than \$14.50 per week in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$14 per week in any city of between 2,500 and 250,000 population, or in the imme-

diante trade area of such city; and in towns of less than 2,500 population to increase all wages by not less than 20 percent, provided that this shall not require wages in excess of \$12 per week.

(6) Not to pay any employee of the classes mentioned in paragraph (3) less than 40 cents per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case not to pay less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour. It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

(7) Not to reduce the compensation for employment now in excess of the minimum wages hereby agreed to (notwithstanding that the hours worked in such employment may be hereby reduced) and to increase the pay for such employment by an equitable readjustment of all pay schedules.

(8) Not to use any subterfuge to frustrate the spirit and intent of this agreement which is, among other things, to increase employment by a universal covenant, to remove obstructions to commerce, and to shorten hours and to raise wages for the shorter week to a living basis.

(9) Not to increase the price of any merchandise sold after the date hereof over the price on July 1, 1933, by more than is made necessary by actual increases in production, replacement, or invoice costs of merchandise, or by taxes or other costs resulting from action taken pursuant to the Agricultural Adjustment Act, since July 1, 1933, and, in setting such price increases, to give full weight to probable increases in sales volume and to refrain from taking profiteering advantage of the consuming public.

(10) To support and patronize establishments which also have signed this agreement and are listed as members of N.R.A. (National Recovery Administration).

(11) To cooperate to the fullest extent in having a code of fair competition submitted by his industry at the earliest possible date, and in any event before September 1, 1933.

(12) Where, before June 16, 1933, the undersigned had contracted to purchase goods at a fixed price for delivery during the period of this agreement, the undersigned will make an appropriate adjustment of said fixed price to meet any increase in cost caused by the seller having signed this President's Reemployment Agreement or having become bound by any code of fair competition approved by the President.

(13) This agreement shall cease upon approval by the President of a code to which the undersigned is subject; or, if the N.R.A. so elects, upon submission of a code to which the undersigned is subject and substitution of any of its provisions for any of the terms of this agreement.

(14) It is agreed that any person who wishes to do his part in the President's reemployment drive by signing this agreement, but who asserts that some particular provision hereof, because of peculiar circumstances, will create great and unavoidable hardship, may obtain the benefits hereof by signing this agreement and putting it into effect and then, in a petition approved by a representative trade

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association of his industry, or other representative organization designated by N.R.A., may apply for a stay of such provision pending a summary investigation by N.R.A., if he agrees in such application to abide by the decision of such investigation. This agreement is entered into pursuant to section 4(a) of the National Industrial Recovery Act and subject to all the terms and conditions required by sections 7(a) and 10(b) of that act.

Dated-----, 1933.

(Sign here) -----
(Name)

(Official position)

(Firm and corporation name)

(Industry or trade)

(Number of employees at the date of signing)

(Street)

(Town or city)

(State)

**CHANGE IN PARAGRAPH (3) OF THE PRESIDENT'S REEMPLOY-
MENT AGREEMENT IN AGREEMENTS SIGNED ON OR AFTER
OCTOBER 1, 1933**

By Executive order of the President, paragraph (3) of the President's Reemployment Agreement has been changed to read as follows in the case of agreements signed on or after October 1, 1933:

“(3) Not to employ any factory or mechanical worker or artisan more than a maximum week of 35 hours until December 31, 1933; and not to employ any worker more than 8 hours in any 1 day.”

SUBSTITUTED WAGES AND HOURS PROVISIONS OF THE PRESIDENT'S REEMPLOYMENT AGREEMENT

CODE No. 1716-01

RELEASE No. 702-D

ACADEMIC COSTUME INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Section 2

Employees (other than factory or mechanical workers or artisans, watchmen, and outside salesmen) shall not be employed for more than 40 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Section 2

No factory or mechanical worker or artisan shall be employed for more than 40 hours per week nor more than 8 hours per day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

ACCESSORIES

See Business Furniture, Equipment, and Supply Industry.

See Closet Accessories Industry.

ACETYLENE

See Oxy-acetylene Manufacturing Industry.

ACIDS

See Stearic Acid Industry.

ADVERTISING

See Outdoor Advertising Industry.

CODE No. 1702-17

RELEASE No. 612-H

ADVERTISING AGENCY INDUSTRY

**For Paragraph 2 of President's Agreement—Code Reference: Article V,
Section 3**

Employees (other than factory or mechanical workers, artisans, outside salesmen, creative workers, including copy writers, idea men,

artists, and watchmen) shall not be employed more than 40 hours per week, averaged over a one month period.

**For Paragraph 5 of President's Agreement—Code Reference: Article V,
Sections 1 and 2**

Employees in this industry whose place of employment is located in a city, or in the immediate trade area of such city, the population of which is over 500,000; between 250,000 and 500,000; and less than 250,000, shall receive not less than respectively \$15 per week, \$14.50, and \$14 per week. Where the place of employment is a town of less than 2,500 population all wages shall be *increased* by not less than 20%; provided, however, that this shall not require wages in excess of \$12 per week. Apprentices shall receive not less than 80% of the minimum wage herein prescribed, for a period of not to exceed six weeks, and this class of employee shall not exceed 5% of the total employees in any plant. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2 and 6 of the President's Reemployment Agreement

CODE No. 1702-2-04

RELEASE No. 565-E

ADVERTISING-NEWSPAPER INDUSTRY

**For Paragraph 1 of President's Agreement—Code Reference: Article 111,
Section 5 and Section 4, Paragraph (3)**

No person under the age of 16 years shall be employed in this industry, except (a) those who are able, without impairment of health, to deliver or sell newspapers during the now established hours of such work where such work does not interfere with hours of day school, (b) those between 14 and 16 years of age who may be employed (but not in manufacturing or mechanical duties) and not to exceed 3 hours a day, and those hours between 7 a.m. and 7 p.m., in such work as will not interfere with hours of day school.

**For Paragraph 2 of President's Agreement—Code Reference: Article III,
Section 5 and Section 4, Paragraph (3)**

Employees (other than factory or mechanical workers, artisans, outside salesmen, watchmen, representatives, drivers, and circulation men) shall not be employed more than 40 hours in any week; provided, however, that representatives, drivers, and circulation men, as a class, shall not exceed 10% of the employees in any plant.

For Paragraphs 1 and 2 of the President's Reemployment Agreement

CODE No. 1702-2-01

RELEASE No. 180-A

ADVERTISING SPECIALTY INDUSTRY

ARTICLE II—HOURS OF LABOR, RATES OF PAY

On and after the effective date, and during the present emergency the minimum wage that shall be paid by members to any of their

employees shall be at the rate of thirty cents per hour, except apprentices and learners during a three months' learning period, who shall be paid not less than two thirds of the minimum rate herein prescribed. This standard minimum wage shall apply throughout the entire country, except that it may be adjusted upward to allow for differences in costs of living in different sections.

(a) On and after the effective date, members shall not operate on a schedule of hours of labor for their employees—except repair crews, engineers, electricians, firemen, shipping and watching crews, and supervisory staff—in excess of 40 hours per week, except that—

(b) Owing to the seasonal nature of the business, which forces into the manufacturing plants an excessive demand for production which must be shipped in time for seasonal use or cancelled; for example, calendars and greeting cards before Christmas, caps and aprons for use at the beginning of summer, school bags for September school opening, it is permitted that a manufacturer may, by permission of the Administrator as hereinafter constituted, operate during such rush periods on a schedule not exceeding 54 hours per week, provided that the rate of wages for hours exceeding 40 in one week shall be at least 1½ times the established rate for 40 hours, and further provided that no employee shall be permitted to work more than 1,040 hours during any period of six months.

(c) Maximum hours fixed in Paragraphs (a) and (b) of this Article shall not apply to any employee in a managerial or executive capacity who now receives \$30.00 per week or more.

For Paragraphs 3, 4, 5, and 6 of the President's Reemployment Agreement

AGENCIES

See Advertising Agency Industry.

AGENTS

See Insurance Agents.

CODE No. 105-02

RELEASE No. 660-F

AGRARIAN CONSUMER PRODUCTS MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article V, Section 1

Factory or mechanical workers or artisans (other than truck drivers) shall not be employed more than 40 hours per week, nor more than 8 hours per day; provided, however, that in the case of firemen, elevator men, and engineers, there shall be allowed a tolerance of 10%.

Truck drivers shall not be employed more than 48 hours per week.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 1401-1-01

RELEASE No. 517-A

AIRCRAFT MANUFACTURING INDUSTRY**For Paragraph 2 of the President's Agreement—Code Reference: Article II, Section 1**

Employees (other than factory or mechanical workers or artisans or outside salesmen or watchmen) shall not be employed more than 40 hours per week averaged over a one-month period; provided, however, that such employees shall not be employed more than 48 hours per week.

The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of the President's Agreement—Code Reference: Article II, Section 1

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, averaged over a three months' period; provided, however, that such employee shall not be employed more than 48 hours per week. Employees shall receive time and one third for hours worked in excess of 8 hours per day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CODE No. 1201-1-02

RELEASE No. 410-J

ALLOY CASTING INDUSTRY**For Paragraph 3 of President's Agreement—Code Reference: Paragraph 5 of Section B of Article IV**

No factory or mechanical worker, artisan (except foremen receiving over \$35.00 per week), shall be employed more than a maximum week of 40 hours, averaged over an 8 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day. Maintenance crews in emergencies shall receive time and one third for all hours in excess of the maximum herein prescribed. Engineers, firemen, shipping and outside crews, and cleaners are allowed a 10% tolerance based upon the maximum prescribed.

For Paragraph 3 of the President's Reemployment Agreement**ALLOYS***See Nickle Alloys Industry.**See Secondary Aluminum and its Alloys Manufacturing Industry.***ALUMINUM***See Secondary Aluminum and its Alloys Manufacturing Industry.*

ALUMINUM INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article V

Employees (other than factory or mechanical workers or artisans, outside salesmen and watchmen) may be employed for not more than a 40-hour week, averaged over a 4 weeks period; provided, however, that such employee may be employed for not more than 48 hours in any week.

For Paragraph 3 of President's Agreement—Code Reference: Article V

No factory or mechanical worker or artisan shall be employed more than a 40-hour week, except that employees engaged on continuous process operations may be employed for not more than a week of 42 hours; these weekly hours to be averaged over a 10 weeks period; provided, however, that such employee shall not be employed more than 48 hours in any week, nor more than 10 hours in any day and, provided further, that at least time and one third shall be paid for all hours worked in excess of 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code reference: Articles III and IV

Employees in this industry shall receive, under the conditions and circumstances indicated, not less than the following rates of pay:

1. *The mining of bauxite and other aluminum ores:*
30¢, Southern Section, Rural districts.
2. *The manufacture of aluminum ore concentrates and other operations subsidiary to the smelting of aluminum:*
30¢, Southern Section.
3. *The manufacture of virgin aluminum:*
35¢, Northern Section.
30¢, Southern Section.
4. *The manufacture of secondary aluminum:*
35¢, Northern Section.
5. *The manufacture of aluminum sheet:*
35¢, Northern Section, Male.
30¢, Northern Section, Female.
30¢, Southern Section.
6. *The manufacture of aluminum extruded shapes:*
35¢, Northern Section, Male.
30¢, Northern Section, Female.
7. *The manufacture of aluminum forgings:*
35¢, Northern Section, Male.
30¢, Northern Section, Female.
8. *The manufacture of aluminum tubing, wire, bar, rod, etc.:*
35¢, Northern Section, Male.
30¢, Northern Section, Female.
9. *The manufacture of aluminum foil:*
35¢, Northern Section, Male.
30¢, Northern Section, Female.
30¢, Southern Section.

10. *The manufacture of aluminum pistons:*
 35¢, Northern Section, Male.
 30¢, Northern Section, Female.
 30¢, Southern Section.
11. *The manufacture of aluminum bronze powder:*
 35¢, Northern Section, Male.
 30¢, Northern Section, Female.
 30¢, Southern Section.
12. *The manufacture of aluminum sand castings:*
 35¢, Northern Section, Male.
 30¢, Northern Section, Female.
 30¢, Southern Section.
13. *The manufacture of aluminum permanent and semipermanent mold castings:*
 35¢, Northern Section, Male.
 30¢, Northern Section, Female.
 30¢, Southern Section.

unless the hourly rate for the same class of work on July 15, 1929, was less than 35 cents per hour, in which latter case not less than the hourly rate as of July 15, 1929, and in no event less than 30 cents per hour, and provided further, that there shall be no discrimination in rates of pay between male and female employees performing the same class of work. The term "Southern Section" shall be held to mean all territory lying south of the latitude of Baltimore, Maryland, and the term "Northern Section" shall be held to mean all territory lying north of the latitude of Baltimore, Maryland, and shall include Baltimore, Maryland. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piece-work performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 1318-1-02

RELEASE No. 517-I

ANTI-FRICTION BEARING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III, Section (b) (hours)

Employees (other than factory or mechanical workers, artisans, outside salesmen, and watchmen, and other than employees engaged in a supervisory capacity receiving over \$35.00 per week) shall not be employed more than 40 hours per week, averaged over a 4 weeks period; provided, however, that during such period there shall be allowed not more than one week at a maximum of 48 hours.

For Paragraph 3 of President's Agreement—Code Reference: Article III, Section (a) (hours)

No factory or mechanical worker or artisan shall be employed be employed more than 40 hours per week, averaged over a 4 weeks' period; provided, however, that during such period there shall be allowed not more than one week at a maximum of 48 hours, nor shall any employee be employed more than 8 hours in any one day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CODE No. 698-43

RELEASE No. 939-F

ANTI-HOG CHOLERA SERUM AND HOG-CHOLERA VIRUS MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code reference: Article III

Employees (other than factory or mechanical workers, or artisans, watchmen, and outside delivery men) shall not be employed more than 40 hours per week. Watchmen shall not be employed in excess of the average number of hours per week that such employees were employed during the first six months of 1933. Outside delivery men shall not be employed for more than 45 hours per week.

For Paragraph 3 of President's Agreement—Code reference: Article III

Factory or mechanical workers or artisans shall not be employed for more than 40 hours per week, nor more than 8 hours in any one day.

APPARATUS

See Chlorine Control Apparatus Industry.

See Scientific Apparatus Industry.

APPAREL

See Knitted Outerwear Manufacturing Industry.

See Washable Service Apparel Manufacturing Industry.

APPLIANCES

See Cooking and Heating Appliances Industry.

See Gas Appliances Industry.

CODE No. 1411-24

RELEASE No. 612-U

ARMORED CAR INDUSTRY

For Paragraph 2 of P.R.A.

ARTICLE III (3)

Employees (other than factory or mechanical workers or artisans) shall not be employed for more than 40 hours per week: provided, however, that employees who are members of a crew or otherwise employed in a capacity that is directly connected with the actual and physical transportation of money or other valuables such as dispatchers, checkers, custodians, drivers, and guards, may be employed for not more than 48 hours per week: and provided, further, that watchmen may be employed for hours not to exceed those worked daily during the first 6 months of 1933.

For paragraph 5 of P.R.A.

ARTICLE III (4)

Employees (other than factory or mechanical workers or artisans and other than dispatchers, checkers, custodians, drivers, and guards)

shall be paid not less than \$15.00 per week in any city of over 500,000 population or in the immediate trade area of such city; nor less than \$14.50 per week in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$14.00 per week in any city between 2,500 and 250,000 population, or in the immediate trade area of such city; and in towns of less than 2,500 population wages shall be increased by not less than 20%, provided that this shall not require wages in excess of \$12.00 per week. Dispatchers, checkers, custodians, and guards shall be paid not less than 40¢ per hour. Apprentices during the 6 week's period of apprenticeship may be paid not less than 80% of the minimum wage and shall comprise not more than 5% of the total number of employees.

For Paragraphs 2 and 5 of the P.R.A.

CODE No. 231-08

RELEASE No. 517-X

ART NEEDLEWORK INDUSTRY

For Paragraph 3 of P.R.A.

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, averaged over a 2-months' period; provided, however, that such employees shall not be employed more than 44 hours per week, nor more than 8 hours per day.

For paragraph 6 of P.R.A.

Factory or mechanical workers or artisans shall receive not less than 32½ cents per hour. It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 1002-1-01

RELEASE No. 296-A

ASBESTOS INDUSTRY

III—MINIMUM WAGE

The wages that shall be paid in the Northern section by any employer to any factory worker or mechanical worker or artisan (except learners during a six weeks' apprenticeship) shall be not less than 40 cents an hour, or \$16.00 per week for 40 hours of labor.

The wages that shall be paid in the Southern section by any employer to any factory worker or mechanical worker or artisan (except learners during a six weeks' apprenticeship) shall be not less than 35 cents an hour, or \$14.00 per week for 40 hours of labor.

In no case shall learners be paid less than 80 percent of the minimum wage, nor more than 5 percent of the total number of employees in any establishment be classed as learners.

It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

The Southern section shall be defined as the states of North Carolina, Tennessee, Arkansas, Oklahoma, Texas, New Mexico, and the states South thereof.

The Northern section shall be defined as that part of the United States not included in the Southern section.

IV—HOURS OF LABOR

No factory or mechanical worker or artisan (except technicians who now receive more than \$35.00 per week) shall be employed for an average of more than 40 hours a week, nor more than 8 hours in any one day (with a 10 percent tolerance for engineers, electricians, firemen, shipping, maintenance and watching crews); provided, however, that to meet seasonal requirements or emergencies manufacturers may work employees a maximum of 48 hours per week, but the weekly hours for each employee for any 8 weeks period will not exceed an average of 40 hours per week.

For Paragraphs (3) and (6) of the President's Reemployment Agreement

CODE No. 1003-1-01

RELEASE No. 532-C

ASPHALT SHINGLE AND ROOFING INDUSTRY

For Paragraph 3 of President's Agreement—Code reference: Title III, Section 14

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, averaged over a two months period; provided, however, that such employees shall not be employed more than 48 hours per week, nor more than 8 hours per day.

There shall be no limitation on the maximum number of hours for which watchmen may be employed.

For Paragraph 6 of President's Agreement—Code Reference: Title III, Section 12

Factory or mechanical workers or artisans shall not receive less than 45¢ per hour in the Pacific Coast section of the United States; nor less than 40¢ per hour in the Northern section of the United States; nor less than 35¢ per hour in the Southern section of the United States; unless the hourly rates for the same class of work on July 15, 1929, was less than the minimum rates herein prescribed for the various sections of the United States, in which case such employees shall not receive less than the hourly rates on July 15, 1929, and in no event less than 30¢ per hour.

The Southern section of the United States is defined as follows: The State of New Mexico, except the Counties of McKinley, Cathon, Hidalgo, and Luna; the States of North Carolina, Tennessee, Arkansas, Oklahoma, Texas, and the States south thereof.

The Northern section of the United States is defined as follows: Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Maryland, Connecticut, New York, New Jersey, Pennsylvania, Delaware, Virginia, West Virginia, Minnesota, Ohio, Kentucky, Michigan, Indiana, Nebraska, Kansas, Wisconsin, Illinois, Iowa, Missouri, North Dakota, South Dakota, the State of Montana, except

the Counties West of and including Hill, Chouteau, Fergus, Petroleum, Mussel Shell, Yellowstone, Stillwater, and Park; the State of Wyoming, except the Counties West of and including Big Horn, Washakio, Hot Springs, Park, Yellowstone National Park, Teton, Sublette, and Albany; and the State of Colorado, except the Counties West of and including Rio Blanco, Garfield, Eagle, Lake, Chaffee, Gunnison, Ouray, San Miguel, Dolores, and Montezuma.

The Pacific Coast section of the United States is defined as follows: The territories West of the Northern and Southern sections as above defined, including the Territories of Alaska and Hawaii.

This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

AUTOMOBILES

See Fabric Auto Equipment Industry.

See Parking Industry.

See Retail Automotive Maintenance Industry.

See Wholesale Automotive Industry.

AUTOMOTIVE INSURANCE

See Mutual Insurance.

CODE NO. 1404-02

RELEASE NO. 425 L

AUTOMOTIVE PARTS AND EQUIPMENT INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Section 3

Employees (other than factory or mechanical workers or artisans, outside salespeople, watchmen, and other than supervisory employees who now receive more than \$35.00 per week) shall not be employed for more than a 40-hour week averaged over a one month's period; provided, however, that such employee may be employed not more than 48 hours in any one week nor more than 8 hours in any one day.

For Paragraph 3 of President's Agreement—Code Reference: Section 3

No factory or mechanical worker or artisan shall be employed for more than a 40-hour week averaged over an eight weeks' period; provided, however, that such employee may be employed not more than 48 hours in any one week nor more than 8 hours in any one day; provided, further, that tool and die makers may be employed a maximum of 48 hours per week; provided, however, that they do not exceed in number 5% of the employees in the employ of each employer.

For Paragraph 6 of President's Agreement—Code Reference: Section 3

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour for male employees and 35¢ per hour for female employees unless the hourly rate for the same class of work on July 15,

1929, was less, in which latter case they shall be paid not less than the hourly rate on July 15, 1929, and in any event not less than 30¢ per hour; and provided, however, that learners and apprentices may be paid not less than 80% of the minimum wages for a period not exceeding 3 months but the total number of such learners and apprentices shall not exceed 5% of the total number employed by any such employer in any calendar month; and provided, further, that where female employees do substantially the same work or perform substantially the same duties as male employees they shall be paid the same rate of pay as male employees are paid for doing such work or performing such duties. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

AXES

See General Tool and Implement Manufacturing Industry.

Code No. 137-06

Release No. 517-w

BABY CHICK HATCHERY INDUSTRY

For Paragraph 3 of President's Agreement—Code reference: Article III

Factory or mechanical workers or artisans or incubator experts, shall not be employed more than 40 hours per week, nor more than 8 hours per day.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 3 of the President's Reemployment Agreement

BAGS

See Used Textile Bag Industry.

Code No. 101-25

Release No. 845-B

BAKERS AND CONFECTIONERS SUPPLY INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article IV, Section I

Employees (other than watchmen and truck drivers) shall not be employed for more than 48 hours per week, nor more than 8 hours in any twenty-four hour period; provided, however, that on a day preceding a legal holiday and on an additional twelve days in any six months' period they may be employed not to exceed ten hours per day. Watchmen shall not be employed in excess of the average number of hours such employees were employed in the first six months in 1933. Truck drivers shall not be employed for more than 48 hours

per week. The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 4 of President's Agreement—Code Reference: Article IV, Section 2

The maximum hours fixed in the foregoing paragraph shall not apply to employees in establishments employing not more than 2 persons in towns of less than 2,500 population, where such towns are not a part of a larger trade area, nor to employees in managerial, executive or supervisory capacity who receive more than \$35.00 per week, nor to outside salesmen not engaged in delivery service, nor to very special cases where restrictions of hours would unavoidably reduce production, but in any such special case at least time and one third shall be paid for hours worked in excess of the maximum. In the case of repair and maintenance crews there shall be allowed a tolerance of 10%.

For Paragraph 5 of President's Agreement—Code Reference: Article IV, Section 3

Employees shall be paid not less than \$15.00 per week in the North and \$15.00 per week in the South in any city of over 500,000 population, or in the immediate trade area of such city; nor less than \$14.50 per week in the North and \$13.50 per week in the South in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$14.00 per week in the North and \$13.00 per week in the South in any city between 2,500 and 250,000 population, or in the immediate trade area of such city; and in towns of less than 2,500 population all wages shall be increased by not less than 20%, provided that this shall not require wages to be paid in excess of \$12.00 per week in the North and \$11.00 per week in the South. Employees with less than 6 months' experience in this trade may be paid \$1.00 less per week than the wages hereinbefore prescribed. The compensation for employment now in excess of the minimum wages shall not be reduced (notwithstanding that the hours worked in such employment may be reduced hereby) and the pay for such employment shall be increased by an equitable adjustment of all pay schedules. The "South" is defined as the following States: Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Kentucky, Tennessee, Alabama, Mississippi, Louisiana, Arkansas, Texas, and Oklahoma.

For Paragraphs 2, 4, and 5 of President's Reemployment Agreement

CODE No. 101-9-08

RELEASE 347-A

BAKING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article 3 and 4

Employees (other than bakery shop employees and outside salesmen) shall not be employed for more than a 40-hour week provided, however, that clerical and sales employees in retail bakery shops shall not be employed for more than a 48 hour week.

For Paragraph 2 of President's Agreement—Code Reference: Article 3 and 4

Bakery shop employees shall not be employed for more than a 44-hour week in machine bakeries nor more than a 50-hour week in hand-craft shops nor more than 8 hours per day except before and after holidays and week ends and other special occasions when 10 hours per day is permitted.

For Paragraph 4 of President's Agreement—Code Reference:

For Paragraph 6 of President's Agreement—Code Reference: Article 3 and 4

Bakery employees in the North shall be paid not less than 40 cents per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour and in that case they shall be paid not less than the hourly rate on July 15, 1929 and in no event less than 30 cents per hour. In the Southern States bakery employees shall be paid not less than 30 cents per hour. The Southern States are defined to mean Virginia, North Carolina, Tennessee, South Carolina, Georgia, Florida, Alabama, Mississippi, Louisiana, Arkansas, Oklahoma, and Texas.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 101-24

RELEASE No. 467-D

BAKING POWDER INDUSTRY

**For Paragraph 2 of President's Agreement—Code Reference: Article 6,
Paragraph (a)**

Employees (other than factory or mechanical workers, artisans, outside salesmen or saleswomen, watchmen, and other than scientific and research workers receiving more than \$35.00 a week) shall not be employed in any place or manner more than 40 hours per week.

**For Paragraph 3 of President's Agreement—Code Reference: Article C,
Paragraph (c)**

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, nor more than 8 hours in any one day; provided, however, that employees engaged in emergency or necessary repair or maintenance work shall be allowed a tolerance of 10% in excess of the maximum herein prescribed.

**For Paragraph 6 of President's Agreement—Code Reference: Article 7,
Paragraph (1)**

Male factory or mechanical workers or artisans in this industry shall not receive less than 40 cents per hour; female employees in this class shall not receive less than 30 cents per hour; provided, however, that there shall be no discrimination in the rate of pay between male and female employees performing the same class of work. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

BALL-BEARINGS*See Anti-Friction Bearing Industry.*

CODE No. 1640-05

RELEASE No. 1035-F

BAND INSTRUMENT MANUFACTURING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Article 5**

Employees (other than factory or mechanical workers or artisans, outside salesmen, and watchmen) shall not be employed for more than forty (40) hours per week. Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six (6) months of 1933.

For Paragraph 3 of President's Agreement—Code Reference: Article 5

Factory or mechanical workers or artisans (other than engineers, electricians, firemen, and maintenance repair crews and drivers) shall not be employed for more than forty (40) hours per week nor more than eight (8) hours in any one day. In the case of engineers, electricians, firemen, and maintenance repair crews there shall be allowed a tolerance of 10%. Drivers shall not be employed for more than forty-eight (48) hours per week nor more than eight (8) hours in any one day.

For Paragraphs 2 and 3 of President's Reemployment Agreement

CODE No. 504-1-02

RELEASE No. 425-D

BANK NOTE COMPANIES**For Paragraph 3 of President's Agreement—Code Reference: Section 3**

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week nor more than 8 hours per day.

For Paragraph 6 of President's Agreement—Code Reference: Section 2

Factory or mechanical workers or artisans shall not receive less than 35 cents per hour. The minimum rate of pay herein prescribed establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 1708-10

RELEASE No. 229-A

BARBER SHOP AND BEAUTY SHOP INDUSTRY**MAXIMUM HOURS**

(1) No barber and no other employees (except those covered in Section 3) shall be employed or shall work more than forty-eight hours in any one week.

(2) No beautician and no other employees (except those covered in Section 3) shall be employed or shall work more than forty-eight hours in any one week.

(3) No barber or beautician shall employ any accounting, clerical, or office employees for more than forty hours in any one week.

(4) On and after the effective date of this code, no barber or beautician shall employ any person under sixteen years of age.

(5) The maximum hours fixed shall not apply to persons engaged in the managerial or executive capacities, but shall apply to owners or operators of a barber or beauty shop actively working at barbering or actively engaged in beauty work.

(6) Barbers and Beauticians shall be required to finish serving all patrons who arrived and remained in the shop for service before the time of closing, and the time of such service shall not be computed in determining the total number of hours worked under the provisions of this code. No overtime shall be paid for such services.

(7) The hours of operation of any barber or beauty shop shall not be reduced below 52 hours in any one week unless such hours were less than 52 hours July 1, 1933, and in the latter case not to reduce such hours at all.

For Paragraphs (1) and (2) of the President's Reemployment Agreement

BARS

See Aluminum Industry.

BATTING

See Dry Goods Cotton Batting Industry.

CODE NO. 221-1-02

RELEASE NO. 589-I

BATTING AND PADDING INDUSTRY

III—LABOR

SECTION 3. The hours of labor for all employees, including office help, in all batting and padding factories shall be shown in the attached schedule A (Hours of Labor) which is specifically made a part of this Code.

SCHEDULE A—HOURS OF LABOR

On and after the effective date employees shall not be employed more than an average of 40 hours per week per employee until January first next and thereafter during each eight weeks' period and not more than 48 hours in any one week, with the following exceptions:

- (a) In the event of breakdown, fire, or Act of God.
- (b) Executives, supervisory staff, and outside salesmen.

For Paragraphs (2), (3), and (4), P.R.A.

BAUXITE

See Aluminum Industry.

BEARINGS

See Anti-Friction Bearing Industry.

BEAUTICIANS

See Barber Shop and Beauty Shop Industry.

BEAUTY SHOPS

See Barber Shop and Beauty Shop Industry.

CODE No. 1607-1-01

RELEASE No. 159-D

BEDDING MANUFACTURING INDUSTRY**SCHEDULE "A"—HOURS OF LABOR**

On and after the effective date employees shall not be employed more than an average of 40 hours per week per employee, until January first next and thereafter during each six months period, and in no week during such periods more than 48 hours with the following exceptions:

- (a) In the event of breakdown, fire, or Act of God.
- (b) Executives, supervisory staff, and outside salesmen.

SCHEDULE "B"—MINIMUM WAGE

No employee shall receive a lesser rate than is required to provide the same earnings for 40 hours of labor per week as was received for that class of work for the longer work week prevailing prior to this date, providing, however, that this clause shall not be interpreted to require an increase in rate to any employee in excess of 20% greater than that being paid for such class of work on June 1, 1933; and further providing, that no factory employee, whether remuneration is based upon an hourly or piece work or incentive plan, shall receive less than (a) a minimum of 33 cents per hour for all women and for boys between the ages of 16 and 21, in the South, and 35 cents per hour in the North; and (b) a minimum wage of 38 cents per hour to men over the age of 21 in the South, and 40 cents per hour in the North; and further providing, that all other employees whose remuneration is based upon a weekly or monthly rate shall receive not less than a minimum of \$15.00 per week.

The above minimum wages shall not in any way be considered as a discrimination by reason of sex and where in any case women do substantially the same work or perform substantially the same duties as men they shall receive the same rate of wage as men receive for doing such work or performing such duties.

BEDSPREADS

See Novelty Curtain, Drapery, Bedspread, and Novelty Pillow Manufacturing Industry.

BELTS

See Garter, Suspender, and Belt Manufacturing Industry.

BEVERAGE

See Soft Drink Industry.

CODE No. 1331-02

RELEASE No. 612-V

BEVERAGE DISPENSING EQUIPMENT INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article V, Paragraph (d)

Factory or mechanical workers or artisans (other than repair and maintenance crews, outside service men, outside erectors, and chauffeurs and chauffeurs' helpers on motor-driven vehicles) shall not be employed more than 40 hours per week, nor more than 8 hours per day; provided, however, that in the case of firemen and engineers there shall be allowed a tolerance of 10%. Repair and maintenance crews, outside service men, outside erectors, and chauffeurs and chauffeurs' helpers on motor-driven vehicles shall not be employed more than 48 hours per week, averaged over each three months' period; provided, however, that such employees shall not exceed 5% of the total number of employees.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 251-09

RELEASE No. 795-A

BIAS TAPE MANUFACTURING INDUSTRY

For Paragraph 3 of P.R.A.

No factory or mechanical worker or artisan shall be employed for more than 40 hours per week, averaged over an eight weeks' period; provided, however, that such employees shall not be employed for more than 48 hours in any week, nor more than 8 hours in any one day.

BIOLOGICAL PRODUCTS

See Pharmaceutical and Biological Products Manufacturing Industry.

CODE No. 101-22

RELEASE No. 517-CC

BISCUIT AND CRACKER MANUFACTURERS INDUSTRY

For Paragraph 3 of the President's Agreement—Code Reference: Article III, Section 5, Paragraphs (b), (d), and (e)

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, nor more than 8 hours per day. Truck-

men and route delivery men shall not be employed more than 48 hours per week. Engineers and firemen shall be allowed a 10% tolerance based upon a maximum week of 40 hours. Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 619-01

RELEASE No. 342-F

BLEACHED SHELLAC INDUSTRY

For Paragraph 2 of President's Agreement—Code reference: (a) of addenda, the following

Employees (except factory or mechanical workers, artisans, outside salesmen and watchmen) shall not be employed in any place or manner more than 40 hours per week averaged over an 8 weeks' period; provided, however, that such employees shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day.

For Paragraph 3 of President's Agreement—Code reference: (b) of addenda, the following

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours averaged over an eight weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day; provided, further, that in the case of engineers and firemen, there shall be allowed a 10% tolerance.

For Paragraph 6 of President's Agreement—Code reference: (c) of addenda, the following

Employees engaged in factory, mechanical, or artisan work shall not receive less than 40 cents per hour. This Paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 1604-02

RELEASE No. 517-EE

BLUEPRINT, REPRODUCTION, AND DRAWING MATERIAL INDUSTRY

For Paragraph 3 of P.R.A.

Article VI, Paragraphs (1) and (2): Factory or mechanical workers or artisans shall not be employed more than a maximum week of 40 hours, averaged over an 8 weeks' period; provided, however, that during such period there shall be allowed not more than one week at a maximum of 48 hours, and no employee shall be employed more than 8 hours in any day.

For Paragraph 3 of the P.R.A.

BOARDS*See* Insulation Board Manufacturing Industry.

CODE No. 251-06

RELEASE No. 517-C

BOBBED AND REGULAR HAIRPIN INDUSTRY**For Paragraph 3 of President's Agreement—Code reference: Paragraph (3)**

Factory or mechanical workers or artisans shall not be employed more than a maximum week of 40 hours, nor more than 8 hours in any one day. Engineers, firemen, and electricians shall be allowed a 10% tolerance based on the maximum herein prescribed. No limitation as to the hours of labor shall apply to watchmen; nor to employees in a supervisory capacity receiving over \$35.00 per week.

For Paragraph 6 of President's Agreement—Code reference: Paragraph (6)

Employees in this industry shall not receive less than 40 cents per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case not less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour. Learners shall be paid not less than 80% of the minimum herein prescribed for a period not to exceed 60 days, and such class of employee shall not exceed 5% of the total employees of any employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement**BODIES***See* Commercial Vehicle Body Manufacturing Industry.**BOILERS***See* Steel Tubular and Firebox Boiler Manufacturing Industry.**BOOK CASES***See* Business Furniture, Equipment, and Supply Industry.

CODE No. 501-1-03

RELEASE No. 342-C

BOOK MANUFACTURING INDUSTRY**For Paragraph 3 of President's Agreement—Code reference: Paragraph C, Section 3**

No factory, or mechanical worker, or artisan shall be employed more than a maximum week of 40 hours, averaged over a 6 weeks period; provided, however, that such employee shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day.

For Paragraph 3 of the President's Reemployment Agreement

BOTTLE CAPS

See Paper Disc Milk Bottle Cap Manufacturing Industry.

CODE No. 1218-I-05

RELEASE No. 453-B

**BRASS AND BRONZE SMELTING AND REFINING
INDUSTRY**

For Paragraph 2 of Presidents Agreement—Code reference: Article IV

Employees (other than factory or mechanical workers, artisans, outside salesmen, and watchmen) shall not be employed more than forty hours per week averaged over a four-week period; provided, however, that such employees shall not be employed more than forty-eight hours in any one week. The hours of any store or service operation may not be reduced to below fifty-two hours in any one week, unless such hours were less than fifty-two hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code reference: Article IV

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, averaged over a 13-week period; provided, however, that such employees shall not be employed more than 48 hours in any one week; nor more than 10 hours in any one day; nor more than 16 hours in any consecutive two days, provided, further, that time and one-third shall be paid for all hours worked in excess of 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code reference: Article IV

Male factory or mechanical workers or artisans shall be paid not less than 35¢ per hour; female employees of this class shall be paid not less than 30¢ per hour; provided, however, that where women employees do substantially the same work or perform substantially the same duty as men employees, they shall receive the same rate of pay as men employees receive for doing such work or performing such duty. The minimum rate of pay herein prescribed establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piece work performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

BOXES

See Drug Label and Box Industry.

See Folding Paper Box Manufacturing Industry.

See Paper Box Manufacturing Industry.

BOX SPRINGS

See Bedding Manufacturing Industry.

BRAID

*See Millinery and Dress Trimming, Braid and Textile Industry.
See Shoe Lace and Braid Manufacturing Industry.*

BRASS

See Copper and Brass Milling Products Industry.

CODE No. 130-01

RELEASE No. 686-A

BREWING INDUSTRY

**For Paragraph 2 of President's Agreement—Code reference: Section IIId,
Hours**

Employees (other than factory or mechanical workers or artisans, or employees in a supervisory capacity earning \$35.00 a week or more, outside salesmen, and watchmen) shall not be employed for more than 40 hours per week.

**For Paragraph 3 of President's Agreement—Code reference: Section IIId,
Hours**

No factory or mechanical worker or artisan (other than route and long-haul drivers) shall be employed for more than 40 hours per week; provided, however, that such employees may be employed not more than 48 hours in any six weeks in any three months' period and not more than 8 hours per day. Route and long-haul drivers shall not be employed for more than 48 hours per week. In case of maintenance crews, engineers, firemen, and electricians there shall be allowed a tolerance of 10%.

For Paragraph 6 of President's Agreement—Code reference: Section IIId

No factory or mechanical worker or artisan shall be paid less than 37½¢ per hour. In no case shall the rate of pay be below the amount which for 40 hours of labor will result in the same pay as is now paid to such employees for the number of hours per week which he regularly works, unless such pay is hereafter otherwise fixed by collective bargaining agreements.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

BRONZE

See Brass and Bronze Smelting and Refining Industry.

CODE No. 1609-1-02

RELEASE No. 410-0

BRUSH MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code reference: Article VI

Employees (except factory or mechanical workers, artisans, outside salesmen, watchmen, and employees in a technical, executive, supervisory, or superintendent capacity receiving over \$35.00 per week), shall not be employed in any place or manner more than

40 hours per week, averaged over an 8 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day.

For Paragraph 3 of President's Agreement—Code reference: Article VI

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over an 8 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day. Engineers, firemen, and shipping crews, other than common labor, shall be allowed a 10% tolerance based upon the maximum herein prescribed.

For Paragraph 6 of President's Agreement—Code reference: Article V

Employees in this industry shall not receive less than 32½ cents per hour. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piece-work performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 1399-18

RELEASE No. 612-C

BUFF AND POLISHING WHEEL INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III, Section B, Paragraph 6

No factory or mechanical worker or artisan (other than watchmen, engineers and firemen, and other than foremen and supervisors receiving more than \$35.00 per week) shall not be employed more than a maximum week of 40 hours, nor more than 8 hours in any day. Engineers and firemen shall be allowed a tolerance of 10% based upon the maximum week herein prescribed.

For Paragraph 6 of President's Agreement—Code Reference: Article III, Section B, Paragraph 5

Employees in this industry shall not receive less than 32½ cents per hour. Apprentices shall receive not less than 80% of the minimum wage herein prescribed, for a period not to exceed 60 days, and this class of employees shall not exceed 5% of the total employees in any plant. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 1001-01

RELEASE No. 612-B

BUFFING AND POLISHING COMPOSITION INDUSTRY

For Paragraph 3 of P.R.A.—Article III, Section B, Paragraph 6

No factory or mechanical worker or artisan (except watchmen, engineers, firemen, shipping and outside crews, and cleaners) shall be employed more than a maximum week of 40 hours nor more than 8 hours in any day. Engineers, firemen, shipping and outside crews, and cleaners shall be allowed a 10% tolerance based upon the maximum week herein prescribed.

For Paragraph 6 of P.R.A.—Article III, Section B, Paragraph 5

Employees in this industry shall not receive less than 32½¢ per hour. Apprentices shall receive not less than 80% of the minimum wage herein prescribed for a period not to exceed 10 weeks, and this class of employees shall not exceed 5% of the total number of employees in any plant. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piece work performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

BUILDINGS

See Office Building Industry.

BURNERS

See Gas Appliances Manufacturing Industry.

CODE No. 1137-1-01

RELEASE No. 410-C

BUSINESS FURNITURE, EQUIPMENT, AND SUPPLY INDUSTRY

**For Paragraph 2 of President's Agreement—Code reference: Article VI,
exhibit A**

Employees (except factory or mechanical workers, artisans, outside salesmen, watchmen, and department foremen who receive less than \$35.00 per week) shall not be employed in any place or manner more than 40 hours in any one week, averaged over a 5 weeks' period; provided, however, that such employee may not be employed more than 48 hours in any one week, nor more than 8 hours in any one day.

**For Paragraph 3 of President's Agreement—Code reference: Article VI,
exhibit A**

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over a 10 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day. Firemen and repair crews shall be allowed a tolerance of 10% based on the maximum herein prescribed. The maximum limitation herein prescribed shall not apply to service men engaged in outside work away from the manufacturing plant.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CODE No. 103-1-01

RELEASE No. 410-A.

BUTTER INDUSTRY

For Paragraph 2 of President's Agreement—Code reference: Article II

Employees (other than factory or mechanical workers or artisans, outside salesmen, or watchmen) shall not be employed for more than

40 hours per week provided, however, that there shall be allowed a tolerance of 10 percent.

For Paragraph 3 of President's Agreement—Code reference: Article III

Factory or mechanical workers, or artisans, shall not be employed more than a maximum week of 48 hours provided, however, that during 16 weeks of flush production period there shall be allowed a tolerance of 10 percent, provided further, that no employee shall be employed more than 10 hours per day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

BUTTON

See Covered Button Industry.

See Fibre and Metal Work Clothing Button Industry.

CODE No. 1612-05

RELEASE No. 517-FF

BUTTON JOBBERS INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article III

Employees (other than factory or mechanical workers or artisans, outside salesmen, or watchmen) shall not be employed for more than 40 hours per week; provided, however, that during Christmas, inventory, or other peak period employees may be employed 48 hours per week, not to exceed three weeks in each six months; provided further, that outside deliverymen and maintenance employees may be employed 48 hours per week. The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case shall not be reduced at all.

For Paragraph 6 of President's Agreement—Code Reference: Article IV

Factory or mechanical workers or artisans shall receive not less than 40¢ per hour unless the hourly rates for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case not less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour.

Apprentices are to be limited to one 60-day period of apprenticeship, and shall not exceed 5% of the total number of employees of each employer, and further shall be paid, during the period of apprenticeship, not less than 80% of the above minimum wages.

It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2 and 6 of the President's Reemployment Agreement

CABINETS

See Business Furniture, Equipment, and Supply Industry.

CAFES

See Restaurant Industry.

CAFETERIAS

See Restaurant Industry.

CALCIUM CARBIDE

See Oxy-acetylene Manufacturing Industry.

CODE No. 1147-02

Release No. 745-O

CAN MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article III, Section 4

Employees (other than those in a capacity of sole responsibility who receive more than \$35 per week, factory or mechanical workers or artisans, outside salesmen, outside service men and watchmen) shall not be employed for more than 40 hours per week, averaged over a four weeks' period; provided, however, that such employees shall not be employed for more than 48 hours in any week nor more than 8 hours in any one day.

For Paragraph 3 of President's Agreement—Code Reference: Article III, Section 4

Factory or mechanical workers or artisans (other than research technicians who receive more than \$35 per week) shall not be employed for more than 48 hours per week; provided, however, that hours over 40 per week and over 8 per day shall be considered as overtime. Firemen, electricians, engineers, and maintenance and repair crews shall not be employed for more than 48 hours per week.

For Paragraph 6 of President's Agreement—Code Reference: Article III, Section 4

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case they shall be paid not less than the hourly rate on July 15, 1929, in the Hawaiian Wage District, nor less than 30¢ per hour in the Northern Wage District, nor less than 27½¢ per hour in the Southern Wage District; provided, however, that 80% of the employees of each factory shall receive higher rates of pay than the minima herein specified. The Southern Wage District comprises Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, New Mexico, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, and Virginia. The Northern Wage District is comprised of all other states. The Hawaiian Wage District is comprised of all the islands of the Territory of Hawaii. This paragraph establishes a guar-

anteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance. Overtime shall be paid for at the rate of time and one third.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CANDLE MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article V, Section I

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week nor more than 8 hours per day. In the case of engineers, firemen, and repairmen, there shall be allowed a tolerance of 10%.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 6 of President's Agreement—Code Reference: Article V, Sections G and H

Male factory or mechanical workers or artisans shall not receive less than 40 cents per hour; female employees shall receive not less than 30 cents per hour; provided, however, that where women employees do substantially the same work or perform substantially the same duty as men employees they shall receive the same rate of pay as men employees receive for doing such work or performing such duties. It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CANDY

See Confectionery Manufacturing Industry.

CODE No. 144-01

RELEASE No. 425-K

CANE SUGAR REFINING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: 3 (a)

Employees (other than factory or mechanical workers or artisans, of watchmen and outside salesmen; and traveling auditors who now receive more than \$35.00 per week) shall not be employed for more than 40 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: 3 (b)

No factory or mechanical worker or artisan shall be employed for more than a 40-hour week averaged over a period of 8 weeks; provided, however, that such employee may be employed for not more than 48 hours in any one week nor more than 8 hours in any one day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CODE No. 144-02

RELEASE No. 702-A

CANE SYRUP PACKING AND MIXING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Section 4, Paragraph (b)**

Employees (other than factory or mechanical workers or artisans) shall not be employed for more than 40 hours per week, averaged over a 4 weeks' period; provided, however, that such employees shall not be employed more than 48 hours in any one week.

For Paragraph 3 of President's Agreement—Code Reference: Section 4, Paragraph (b)

Factory or mechanical workers or artisans shall not be employed for more than 40 hours per week, averaged over an 8 weeks' period; provided, however, that such employees shall not be employed for more than 48 hours in any week, nor more than 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Section 4, Paragraph (a)

No factory or mechanical worker or artisan shall be paid less than 40 cents per hour for male employees in the North and 30 cents per hour for female employees in the North, and not less than 25 cents per hour for both male and female employees in the South; provided, however, that where female employees do substantially the same work or perform substantially the same duties as male employees they shall be paid the same rate of pay as male employees are paid for doing such work or performing such duties. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piece-work performance. The "South" is hereby defined as the States of Virginia, West Virginia, Kentucky, Missouri, Oklahoma, New Mexico, North Carolina, South Carolina, Georgia, Florida, Alabama, Tennessee, Mississippi, Louisiana, Arkansas, and Texas.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 105-03

RELEASE No. 300-H

CANNING INDUSTRY**For Paragraph 4 of President's Agreement—Code Reference**

The maximum hours fixed in paragraphs (2) and (3) shall not apply to employees in establishments employing not more than two persons in towns of less than 2,500 population; nor to technical persons employed in their profession; nor to employees in executive or managerial capacities who now receive more than \$25.00 per week; nor to employees engaged wholly or partially in performing the functions of wholesale or retail distribution (not including those employees engaged in manufacturing or production operations) provided they are not employed more than 48 hours in any one week; nor to factory watchmen provided they are not employed more than 42 hours in any one week; nor to power-plant employees and repair men provided they are not employed more than 44 hours in any one week; nor to chauffeurs provided they are not employed more than 48 hours in any one week; nor to any worker or employee during the

processing season for seasonable perishable products where the restriction of hours would cause loss or deterioration of raw materials. Population for the purposes of this agreement shall be determined by reference to the 1930 Federal Census.

For Paragraph 6 of President's Agreement—Code Reference

Food processors in California, Oregon, and Washington (or in any other states having wage regulations) shall pay employees of the classes mentioned in paragraph (3) the rate of wages prescribed by Industrial Welfare Commissions of these states and shall comply with the regulations governing women labor prescribed by such commission, but in no event shall the minimum rate basis of wages paid to either male or female employees be less than 30¢ per hour.

In other sections of continental United States processors shall not pay any employee of the classes mentioned in paragraph (3) less than the following:

(a) In the north of and excluding Delaware, Maryland, Virginia, West Virginia, Kentucky, Missouri, Oklahoma, New Mexico, and Arizona and the four counties in Pennsylvania of York, Lancaster, Adams, and Franklin, in towns of over 250,000 population 30 cents; in towns of less than 250,000, 25 cents.

(b) In the states of Maryland, Delaware and the four counties in Pennsylvania of York, Lancaster, Adams, and Franklin, in towns of over 250,000 population, 27½ cents; in towns of less than 250,000 22½ cents.

(c) In the south of and including Virginia, West Virginia, Kentucky, Missouri, Oklahoma, New Mexico, and Arizona, in towns of over 250,000 population, 25 cents; in towns of less than 250,000, 20 cents.

(d) In the Territory of Hawaii and Alaska processors shall pay employees of the classes mentioned in paragraph (3) not less than the minimum rate for the same class of work on July 15, 1929.

¹(e) Where a piecework system is employed, the total wages of those employees must at least average the minimum wage for that region.

Population for the purpose of this agreement shall be determined by reference to the 1930 Federal Census.

For Paragraphs 4 and 6 of the President's Reemployment Agreement

CANS

See Fibre Can and Tube Industry.

CODE No. 202-3-03

RELEASE No. 883-A

CANVAS PRODUCTS INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III

Factory or mechanical workers or artisans (other than engineers, electricians, firemen, repair crews, and awning hangers and helpers)

¹ Subparagraph (e), Paragraph 6, has been interpreted to mean that the average of the total wages of all employees in Class 3 employed in any one establishment in the same piecework operation, must equal the minimum wage for that region.

shall not be employed for more than 40 hours per week, nor more than 8 hours per day. In the case of engineers, electricians, firemen, and repair crews there shall be allowed a tolerance of 10%. Awning hangers and helpers shall not be employed for more than 40 hours per week, averaged over a 3-months' period; provided, however, that such employees shall not be employed for more than 48 hours in any week, nor more than 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Article III

Factory or mechanical workers or artisans shall not be paid less than 40 cents per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case they shall be paid not less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour. Learners or apprentices, during one 60-day period of apprenticeship, may be paid not less than 80% of the minimum wage and they shall comprise, when more than one, not more than 5% of the total number of employees of each employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE NO. 1022-1-03

RELEASE NO. 517-BB

CAP AND CLOSURE INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article V, Sections 4 and 5

Employees (other than factory or mechanical workers, artisans, outside salesmen and watchmen) shall not be employed more than 40 hours per week, averaged over a 4 weeks period; provided, however, that such employee shall not be employed more than 48 hours in any week.

For Paragraph 3 of President's Agreement—Code Reference: Article V, Sections 4 and 5

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over an 8 weeks period; provided, however, that such employee shall not be employed more than 48 hours in any week, nor more than 8 hours in any day. Engineers, maintenance, and repair crews shall be allowed a tolerance of 10% based upon the maximum herein prescribed.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CARDS

See Sample Card Manufacturing Industry.

CARLOADERS

See Hauling For Carloading and Forwarding Companies.

CARS*See Armored Car Industry.*

CODE No. 251-08

RELEASE No. 646-E

CASEIN PLASTICS AND RELATED PRODUCTS INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Article III, Section (f)**

Employees (other than factory or mechanical workers, artisans, outside salesmen and watchmen) shall not be employed more than 40 hours per week, averaged over a 4-weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any week.

For Paragraph 3 of President's Agreement—Code Reference: Article III, Section (f)

No factory or mechanical worker or artisan (except engineers and repair and shipping crews) shall be employed more than a maximum week of 40 hours, averaged over a 3-months' period; provided, however, that such employee shall not be employed more than 48 hours in any week, nor more than 8 hours in any day. Engineers and repair and shipping crews shall be allowed a tolerance of 10% based upon the maximum week herein prescribed.

For Paragraphs 2 and 3 of the President's Reemployment Agreement**CASTINGS***See Alloy Casting Industry.**See Aluminum Industry.**See Die Casting Manufacturing Industry.**See Malleable Iron Castings Industry.**See Nonferrous Foundry Castings Industry.***CASUALTY INSURANCE***See Mutual Insurance.*

CODE No. 1730-03

RELEASE No. 612-T

CASUALTY AND SURETY UNDERWRITERS**For Paragraph 2 of President's Agreement—Code Reference: Article III—A and B**

Employees (other than outside representatives, consisting of adjusters, appraisers, collectors, investigators, inspectors, service engineers, special agents, solicitors, raters, and patrol or salvage corps operators cooperating with municipal fire departments) shall not be employed for more than 40 hours per week, nor more than 8 hours per day. The excepted classes shall not total more than 25% of all employees in each establishment. The hours restrictions shall not apply in case of conflagrations or disasters where necessary services will be impeded.

For Paragraph 2 of the President's Reemployment Agreement

CEMENT

See Portland Cement Manufacturing Industry.

See Shoe and Leather Finishes and Cements Manufacturing Industry.

CEREALS

See Package Cereal Food Manufacturing Industry.

CHAIN

See Roller and Silent Chain Manufacturing Industry.

CODE No. 1107-1-01

RELEASE No. 342-I

CHAIN MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Section I, Article I

No factory or mechanical workers or artisans shall be employed more than a maximum week of 40 hours, nor more than 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Section I, Article I

Factory or mechanical workers or artisans shall be paid not less than 40¢ per hour to male workers and 30¢ per hour to female workers; provided, however, that where female workers do substantially the same work or perform substantially the same duties as male workers they shall receive the same rate of pay as male workers receive for doing such work or performing such duties; provided, further, that learners, during a six weeks' period, shall be paid not less than 80% of the male rates, and they shall not constitute more than 10% of the total number of employees. This paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 108-03

RELEASE No. 284-A

CHEESE INDUSTRY

1. Not to work any accounting, clerical, or office employees in any store, office, or department or any other place, or manner, for more than 40 hours per week averaged over a 60 day period.

2. Not to employ any factory, assembling, pasteurizing or processing plant workers, including artisans and mechanical workers employed in the operation and maintenance of the equipment of said factories, assembling, pasteurizing plants, and including all other classes of inside and outside employees (except outside salesmen) more than a maximum week of 48 hours.

3. The maximum hours fixed in the foregoing paragraphs (1) and (2) shall not apply to expert employees engaged in the manufacture of original cheese, nor to employees in a managerial, supervisory or executive capacity who receive more than \$35 per week; nor to employees on emergency, maintenance or repair work; nor to very special cases where restriction of hours of highly skilled workers or continuous processes would unavoidably reduce production.

4. Not to pay any salaried employees less than \$15 per week in any city of over 500,000 population or in the immediate trade area of such city, nor less than \$14.50 per week in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$14 per week in any city of between 2,500 and 250,000 population, or in the immediate trade area of such city; and in towns of less than 2,500 population to increase all wages by not less than 20 percent, provided that this shall not require wages in excess of \$12 per week. Population for the purposes of this agreement shall be determined by reference to the 1930 Federal Census.

5. Not to pay any employee paid an hourly wage less than 40 cents per hour unless the hourly rate for the same class of work on July 15, 1929, was less than forty cents per hour, in which latter case not to pay less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour. It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

6. To abide by marketing agreements with the Agricultural Adjustment Administration, but pending such marketing agreement with the Agricultural Adjustment Administration, Paragraph (9) of P.R.A. shall apply.

For Paragraphs 2, 3, 4, 5, 6, and 9

CHERRIES

See Glace Fruit and Marascino Cherry Industry.

CODE No. 109-1-01

RELEASE No. 410-E

CHEWING GUM MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Section 3 of Article IV

Employees (other than factory or mechanical workers or artisans; and other than supervisory and staff employees receiving over \$35.00 per week), shall not be employed in any place or manner more than 40 hours per week, averaged over a 6 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any one week. Outside salesmen and watchmen are exempt from this limitation of hours.

For Paragraph 3 of President's Agreement—Code Reference: Section 3 of Article IV

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over a 3 months'

period; provided, however, that such employee shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day. Maintenance employees shall be allowed a 10% tolerance based upon the maximum hours herein prescribed.

For Paragraph 6 of President's Agreement—Code Reference: Section 2 of Article IV

Male employees in this industry shall not receive less than 40 cents per hour when the place of employment is in a city or in the immediate trade area of such city having a population of over 500,000; nor less than $38\frac{3}{4}$ cents per hour when the place of employment is in a city or in the immediate trade area of such city having a population of between 250,000 and 500,000; nor less than $37\frac{1}{2}$ cents per hour where the place of employment is in a city or in the immediate trade area of such city having a population less than 250,000. Female employees shall receive not less than 35 cents per hour for the first classification of population; and not less than $33\frac{3}{4}$ cents per hour for the second classification of population; and not less than $32\frac{1}{2}$ cents per hour for the third classification of population. In towns of less than 2,500 population, all wages shall be increased by not less than 20%, provided that this shall not require wages in excess of \$12.00 per week. Apprentices shall receive 80% of the minimum wage herein prescribed for a period not to exceed 30 days, and this class of employee shall not exceed 5% of the total employees of each employer. In the performance of work of a similar class there shall be no discrimination as to wage rates between male and female employees.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CHICKENS

See Baby Chick Hatchery Industry.

CODE No. 1330-04

RELEASE No. 612-D

CHLORINE CONTROL APPARATUS INDUSTRY

For Paragraph 3 of P.R.A.

Section (a) and (b): No factory or mechanical worker or artisan (except watchmen) shall be employed more than a maximum week of 40 hours, nor more than 8 hours in any day.

For Paragraph 6 of P.R.A.

Sections (a) and (c): Employees in this industry shall not receive less than 40 cents per hour; provided, however, that if the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour this latter rate may be paid, but in no event less than 30 cents per hour. Apprentices shall receive not less than 80% of the minimum wage herein prescribed, for a period not to exceed 60 days, and this class of employee shall not exceed 5% of the total employees in any plant. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CHOCOLATE

See Cocoa and Chocolate Manufacturing Industry.

CODE No. 1615/21

RELEASE No. 335-A

**CIGARETTE, CHEWING, AND SMOKING TOBACCO AND
SNUFF INDUSTRY****For Paragraph 3 of President's Agreement—Code Reference: Paragraph 3**

No factory, or mechanical worker, or artisan, shall be employed for more than a maximum week of 40 hours, or more than 8 hours in any one day; provided, however, that for such employees as are working in assignments connected with the handling and prizing of green leaf tobacco, during the leaf buying season, there shall be allowed a tolerance of 20%; provided further that in the case of repair men, engineers, firemen, shipping employees, there shall be allowed a tolerance of 10%.

For Paragraph 6 of President's Agreement

Factory, or mechanical workers, or artisans, shall not receive less than 40¢ per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case not less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour; provided, however, that learners, during a 6 weeks' apprenticeship, and hangers, stemmers, searchers, pickers, and those employees engaged in the processing of plug and twist manufacture shall be paid, for those who work upon an hourly rate, not less than 25¢ per hour; provided further than said workers who work upon a piece rate shall be paid not less than a rate calculated upon the basis of the average earning as shown by the four weeks of June 1933, and to yield an average return to the workers in that classification of not less than 25¢ per hour. Plants in which all or some of the above-named operations were not carried on in the month of June 1933 shall use as a basis for determining the rate to be adopted in that plant, the last four weeks theretofore in which said operations were carried on in said plant.

For Paragraph 9 of President's Agreement

The price of any merchandise sold after the date hereof, and before December 31, 1933, shall not be increased over the price on January 3, 1933, by more than is made necessary by actual increase in production, replacement, and invoice costs of merchandise, or by taxes, or other costs resulting from action taken pursuant to the Agricultural Adjustment Act, since July 1, 1933, and, in setting such price increases, to give full weight to probable increases in sales volume and to refrain from taking profiteering advantage of the consuming public.

For Paragraphs 3, 6, and 9 of the President's Reemployment Agreement

CODE No. 1615-13

RELEASE No. { 620-A
312-A**CIGAR MANUFACTURING INDUSTRY****For Paragraph 2 of President's Agreement—Code Reference****For Paragraph 3 of President's Agreement—Code Reference: Article III**

A. On and after the effective date of this Code no factory or mechanical workers or artisans shall be employed more than 40 hours in any one week, provided, however, that this limitation shall not apply when seasonal or peak demand requires that such employees work more than 40 hours per week. In cases of seasonal or peak demand no such employee shall be employed for more than an aggregate of 45 hours per week for four months in any calendar year, and in no event shall any employee work more than 2,000 hours in any one year.

For Paragraph 4 of President's Agreement—Code Reference: Article III

SEC. B. The maximum hours limitations shall not apply to employees in an executive or supervisory capacity who now receive more than \$35 per week; nor, in cases of emergency, to repair men, engineers, electricians, firemen, shippers, watchmen, watching crews and outside crews and cleaners, but in any such emergency, at least time and one third shall be paid for hours worked in excess of the maximum.

For Paragraph 6 of President's Agreement—Code Reference: Article V**MINIMUM WAGES**

On and after the effective date of this Code, no factory or mechanical worker, or artisan employed in a factory manufacturing cigars by machinery shall be paid less than 32¢ per hour in the United States and its territorial possessions.

On and after the effective date of this Code, no factory or mechanical worker, or artisans employed in a factory manufacturing cigars by hand shall be paid less than 30¢ per hour in the United States and its territorial possessions.

A. Learners and apprentices, provided that not more than ten percent of the total employees in any establishment be classed as learners or apprentices. The period of learning or apprenticeship shall not exceed:

(1) In the case of machine manufacturers, 3 months, during which period the minimum wage shall be at the rate of \$6 per week for the first month, and \$8 per week for the second month, and \$10 per week for the third month; and

(2) In the case of hand manufacturers, six months, during which period the minimum wage shall be at the rate of \$6 per week for the first two months, \$8 per week for the second two months, and \$10 per week for the last two months.

B. Hand and machine cigar makers who are inefficient by reason of age or otherwise, whom a manufacturer would normally be required to lay off due to the establishment of a minimum wage. Such employees, however, are to receive the same rate of piecework as is paid to employees entitled to the minimum wage. The maximum number of employees classified under this subdivision shall not ex-

ceed more than three percent of the total number of cigar machine operators in the case of machine manufacturers or seventeen percent of the total number of hand cigar makers in the case of hand manufacturers employed in any establishment.

C. Persons employed by manufacturers as strippers but in no event shall strippers be paid a minimum wage of less than 22½¢ per hour.

For Paragraphs 3, 4, and 6 of the President's Reemployment Agreement

CISTERNS

See Standardized Shop Assembled Metal Tank Manufacturing Industry.

CODE No. 501-05

RELEASE No. 574-G

CITY DIRECTORY INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Section VII

Employees (other than mechanical workers, factory workers, artisans, outside salesmen, outside enumerators, and watchmen) shall not be employed more than 40 hours per week averaged over a 90-day period; provided, however, that such employees shall not be employed more than 48 hours per week. Examiners and compilers, not exceeding 15% of the total number of employees, shall not be employed more than 48 hours per week during a four months' period in order to train additional employees in these duties and to prevent restriction of operation while such personnel is being trained.

Apprentices are to be limited to one 60-day period of apprenticeship, and shall not exceed 5% of the total number of employees and further shall be paid during the period of apprenticeship not less than 80% of the minimum wage prescribed by the President's Reemployment Agreement.

The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 2 of the President's Reemployment Agreement

CLAY

See Structural Clay Products Manufacturing Industry.

See Vitrified Clay Sewer Pipe Manufacturing Industry.

See Floor and Wall Clay Tile Manufacturing Industry.

CODE No. 1714-22

RELEASE No. 795-F

CLEANING AND DYEING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference

Employees (other than factory workers, mechanical workers, artisans, outside salesmen, and watchmen) shall not be employed more than 48 hours per week.

The hours of any store or service operation shall not be reduced to below 52 hours in any 1 week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference

Factory or mechanical workers or artisans shall not be employed for more than 44 hours per week; provided, however, that where a shorter working week is in effect the hours shall not be increased.

For Paragraph 6 of President's Agreement—Code Reference

No factory or mechanical worker or artisan shall be paid less than 33¢ per hour, in the northern area, in cities of 500,000 population, or more, or in the immediate trade area of such cities; nor less than 30¢ per hour, in the northern area, in cities of between 100,000 and 500,000 population, or in the immediate trade area of such cities; nor less than 27¢ per hour, in the northern area, in cities of less than 100,000 population, or in the immediate trade area of such cities. In the southern area no factory or mechanical worker or artisan shall be paid less than 20¢ per hour. In the New York Metropolitan area the following minimum wages are established:

	<i>Per hour</i>
Machine pressers-----	\$0. 50
Hand pressers-----	. 36
Pleaters-----	. 42
Dry cleaners (Benzine) \$35 per week.	
Silk spotters-----	. 68
Rough spotters-----	. 48
Washers (head)-----	. 66
Unskilled labor-----	. 33
Dyers-----	. 66

The southern area as herein defined comprises the states of Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, and Texas, exclusive of that part known as the "Panhandle." This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piece-work performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CLEAVERS

See Cutlery Manufacturing Industry.

CODE No. 251-10

RELEASE No. 745-B

CLOSET ACCESSORIES

For Paragraph 2 of President's Agreement—Code Reference: Article V

Employees (other than factory or mechanical workers or artisans, outside salesmen and watchmen) shall not be employed for more than 40 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Article V

Factory or mechanical workers or artisans shall not be employed for more than 40 hours per week, nor more than 8 hours per day.

For Paragraph 6 of President's Agreement—Code Reference: Article IV

No factory or mechanical worker or artisan shall be paid less than 40 cents per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case they shall be paid not less than the hourly rate of July 15, 1929, and in no event less than 30 cents per hour. Learners or apprentices during one 60-day period of apprenticeship may be paid not less than 80% of the minimum wage and they shall comprise, when more than one, not more than 5% of the total number of employees of each employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CLOSURE

See Cap and Closure Industry.

CLOTHS

See Sanitary Wiping Cloth Industry.

COAL

See Retail Coal Merchants.

COCKS

See Gas Cock Industry.

CODE No. 110-01

RELEASE No. 490-F

COCOA AND CHOCOLATE MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article VI

Employees (other than those in an executive, managerial, or supervisory capacity now receiving \$35.00 per week, or over, outside salesmen, delivery truckmen, and factory or mechanical workers or artisans) shall not be employed for more than a 40-hour week averaged over an eight-week period; provided, however, that delivery truckmen may be employed for not more than 48 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Article VI

No factory or mechanical worker or artisan (except milk handlers, engineers, firemen, and maintenance and repair crews) shall be employed for more than a 40-hour week: Provided, however, that during periods in which it is impossible to secure sufficient skilled

employees to meet demands they may be employed a maximum week of 48 hours: Provided further, that in the case of engineers and firemen a tolerance of 10% shall be allowed over the 40-hour week: Provided further, that in the case of maintenance and repair crews they shall not be employed more than an average of 40 hours per week, averaged over a six-week period, nor more than a maximum of 44 hours per week, and time worked in excess of 40 hours per week shall be considered overtime: Provided further, that milk handlers shall be employed not more than 48 hours per week.

For Paragraph 6 of President's Agreement—Code Reference: Article VII

No employees shall be paid less than 40¢ per hour for male employees, 33¢ per hour for female employees, and 37¢ per hour for boys between the age of 16 and 19 years of age, inclusive. Learners of less than 60 days' experience shall be paid not less than 80% of the minimum, nor shall they comprise more than 5% of the number of employees employed by each employer. Where female employees do substantially the same work or perform substantially the same duties as male employees, they shall receive the same rate of pay as male employees receive for doing such work or performing such duties. This paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 146-06

RELEASE No. 565-H

COCONUT OIL REFINING AND PROCESSING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Section 2 (a)

Employees (other than factory or mechanical workers, artisans, outside salesmen and watchmen) shall not be employed in any place or manner more than 40 hours per week, averaged over a 4 weeks' period; nor more than 48 hours in any week.

For Paragraph 3 of President's Agreement—Code Reference: Section 2 (a)

Factory or mechanical workers or artisans shall not be employed more than a maximum week of 40 hours, averaged over a 4 weeks' period, nor more than 48 hours in any week, nor more than 8 hours in any day. Employees engaged in refining or deodorizing operations shall be exempt from the hours of labor herein prescribed; provided, however, that this class of employees shall not exceed 5% of the employees of any employer. Employees engaged on continuous chemical processes, not included in the class next above referred to, shall be allowed a maximum of 10 hours per day, but in any such special case time and one third shall be paid for all hours worked in excess of 8 hours in any day. Engineers and firemen shall be allowed a tolerance of 10% based upon the maximum 40-hour week herein prescribed.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CODE No. 111-1-01

RELEASE No. 686-L

COFFEE INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference****For Paragraph 3 of President's Agreement—Code Reference**

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over 4 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any week. Hours worked in excess of 8 hours in any one day and/or 40 hours in any one week shall be considered as overtime.

For Paragraph 6 of President's Agreement—Code Reference: Article X

Male employees in this industry shall not receive less than 37½ cents per hour; female employees shall not receive less than 30 cents per hour. There shall be no discrimination in rates of pay between male and female employees performing the same class of work. Compensation for overtime shall be at the rate of time and one third for all hours worked in excess of 40 hours per week. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piece-work performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 704-01

RELEASE No. 517-G

COKE MANUFACTURING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Part II-B**

Employees (other than factory or mechanical workers, or artisans; executive, administrative, supervisory and technical employees who receive more than \$35.00 per week; outside sales people and service employees) shall not be employed more than 40 hours per week averaged over a four weeks' period. The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference: Part II-B

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week averaged over a four weeks' period, nor more than eight hours per day.

For Paragraph 6 of President's Agreement—Code Reference: Part II-C

Factory or mechanical workers or artisans shall receive not less than 40 cents per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour in which latter case they shall receive not less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour except as provided below: provided, however, that such employee shall receive not less than 27 cents per hour in the County of Jefferson of the State of Alabama: and provided, further, that such employees shall receive not less than 25 cents per hour in the Southern District of the United States. The

Southern District of United States is defined as follows: That part of the United States south of the states of Maryland, West Virginia, Kentucky, and Missouri; and the states of Texas and Oklahoma, but excluding the County of Jefferson in the State of Alabama. It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 1140-01

RELEASE No. 329-B

COLLAPSIBLE TUBE MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Paragraph VI

No factory, or mechanical worker, or artisan shall be employed for more than a maximum week of forty (40) hours.

There shall be no limitation on the maximum number of hours for which watchmen may be employed.

For Paragraph 6 of President's Agreement—Code Reference: Paragraph V

Factory, or mechanical workers, or artisans shall not be paid less than 30¢ per hour, or \$12 per week. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

COLOR

See Dry Color Industry.

CODE No. 208-01

RELEASE No. 374-I

COMFORTABLE MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Schedule A

Employees (except factory or mechanical workers, artisans, outside salesmen, and watchmen, supervisory staff), shall not be employed in any place or manner more than forty hours per week averaged over an eight weeks' period; provided, however, that such employee shall not be employed more than forty-eight hours in any one week, nor more than eight hours in any one day.

For Paragraph 3 of President's Agreement—Code Reference: Schedule A

No factory or mechanical worker or artisan shall be employed more than a maximum week of forty hours averaged over an eight weeks' period; provided, however, that such employee shall not be employed more than forty-eight hours in any one week, nor more than eight hours in any one day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CODE No. 1702-14

RELEASE No. 517-Y

COMMERCIAL DUPLICATING AND MAILING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Article I,
Section 3, Paragraphs (A) and (B)**

Employees (other than factory or mechanical workers, artisans, outside salesmen, and watchmen) shall not be employed, in any place or manner, more than 40 hours per week, averaged over a 4 weeks' period; provided, however, that during such period there shall be allowed not more than one week at a maximum of 48 hours.

**For Paragraph 3 of President's Agreement—Code Reference: Article I,
Section 3, Paragraphs (A), (B), (C)**

Factory or mechanical workers or artisans shall not be employed more than a maximum week of 40 hours, averaged over an 8 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any week, nor more than 8 hours in any day.

**For Paragraph 6 of President's Agreement—Code Reference: Article I,
Section 3, Paragraph (D), Subparagraphs (a), (b), (c), (d)**

Employees in this industry shall not receive less than 30 cents per hour. Learners shall receive not less than 80% of the minimum pay herein prescribed for a period not to exceed 6 weeks and such class of employee shall not exceed 5% of the total employees of any employer. Outside messengers shall receive not less than 25 cents per hour. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 1328-02

RELEASE No. 517-U

COMMERCIAL REFRIGERATOR INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Article III**

Employees (other than factory or mechanical workers or artisans, outside salesmen, and watchmen) shall not be employed in any place or manner more than 40 hours per week. The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference: Article III

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours averaged over a 3 months period; provided, however, that such employee shall not be employed more than 48 hours in any one week nor more than 8 hours in any one day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CODE No. 409-1-02

RELEASE No. 686-B

COMMERCIAL STATIONERY INDUSTRY**For Paragraph 3 of President's Agreement—Code Reference: Article III-A, Sections 1 and 3**

No factory or mechanical worker or artisan (except drivers, engineers, firemen, and repair crews), shall be employed for more than 40 hours per week, averaged over an eight-weeks' period; provided, however, that such employees shall not be employed for more than 48 hours in any week nor more than 8 hours in any one day. In the case of drivers, engineers, firemen, and repair crews, such employees may be employed for not more than 44 hours per week.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 1405-04

RELEASE No. 1035-E

COMMERCIAL VEHICLE BODY MANUFACTURING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Section 6**

Employees (other than factory or mechanical workers, or artisans, watchmen, and outside salesmen) shall not be employed for more than forty (40) hours per week. Watchmen shall not be employed in excess of the average number of hours such employees were employed in the first six (6) months of 1933.

For Paragraph 3 of President's Agreement—Section 4

Factory or mechanical workers or artisans shall not be employed for more than forty (40) hours per week, nor more than eight (8) hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Section 2

Factory or mechanical workers or artisans shall not be paid less than forty (40) cents per hour unless the hourly rate for the same class of work on July 15, 1929, was less than forty (40) cents per hour, in which latter case they shall be paid not less than the hourly rate on July 15, 1929, and in no event less than thirty (30) cents per hour. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

Learners or apprentices during one sixty (60) day period of apprenticeship may be paid not less than 80% of the minimum wage and they shall comprise, when more than one, not more than 5% of the total number of employees of each employer.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement**COMPOUNDS***See Buffing and Polishing Composition Industry.***COMPRESS***See Cotton Compress and Warehouse Industry.*

CONFECTIONER

See Bakers and Confectioners Supply Industry.
See Retail Confectioners.

CODE No. 114-I-05

RELEASE No. 258-A

CONFECTIONERY MANUFACTURING INDUSTRY**HOURS OF LABOR**

The hours of labor for any employee not included in Section 2 of the President's Reemployment Agreement (except outside salesmen and watchmen, but including delivery men) shall not exceed an average of 40 hours per week in any 90 days' period nor more than 48 hours in any one week. No person shall be employed in excess of 8 hours in any one day. The foregoing provisions of this rule shall not apply to executives, supervisory staff, or foremen who are now receiving more than \$35 per week. The maximum hours of labor for engineers and firemen shall be 40 hours in any one week, with a 10% tolerance.

ARTICLE V—WAGES

The wages for labor in North Carolina, South Carolina, Virginia, Kentucky, Georgia, Florida, Alabama, Tennessee, Mississippi, Louisiana, Texas, Oklahoma, Arkansas, and New Mexico shall not be less than 30¢ per hour for hours actually employed, unless the hourly rate for the same class of work on July 15, 1929, was less than 30¢ per hour, in which latter case not to pay less than the hourly rate on July 15, 1929, and in no event less than 27½¢ per hour nor less than 35¢ per hour for hours actually employed in any other State of the United States, unless the hourly rate for the same class of work on July 15, 1929, was less than 35¢ per hour, in which latter case not to pay less than the hourly rate on July 15, 1929, and in no event less than 32½¢ per hour excepting learners with less than 6 weeks' experience in candy factories. The wages for which shall constitute not less than 80% of the minimum wages herein provided for other labor, provided such learners shall not be more than 5% of the number of employees in such establishment.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 1399-17

RELEASE No. 589-H

CONSTRUCTION EQUIPMENT DISTRIBUTING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III

No factory or mechanical worker or artisan (except watchmen, engineers, electricians, and repair and maintenance crews) shall be employed more than a maximum week of 40 hours; provided, however, that such employees shall not be employed more than 8 hours in any one day. Engineers, electricians, and repair and maintenance crews, shall be allowed a tolerance of 10%, based on the maximum herein prescribed.

For Paragraph 3 of the President's Reemployment Agreement

CONSTRUCTION INDUSTRY

Minimum wages.—Employers in the Construction Industry shall pay wages—

(a) Not less than the minimum rate of wages for unskilled labor hereby established which shall be not less than forty cents (40¢) per hour unless the hourly rate for the same class of work on July 15, 1929, was less than forty cents (40¢) per hour, in which case the hourly rate shall be not less than that of July 15, 1929, and in no event less than thirty cents (30¢) per hour, and furthermore, in any event

(b) Not less than the minimum rate of wages for accounting, clerical, or office employees hereby established as follows: \$15 per week in any city of over 500,000 population, or in the immediate trade area of such city; \$14.50 per week in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; \$14 per week in any city of between 2,500 and 250,000 population, or in the immediate trade area of such city; and \$12 per week in towns of less than 2,500 population. Population shall be determined by the 1930 Federal census.

(c) Nothing herein contained shall be construed to apply to employees whose rates of wages are established for specific projects by competent governmental authority in accordance with law or with rates of wages established by contracts now in force.

Maximum hours.—Employers in the Construction Industry shall not employ any employee—

(a) In excess of the maximum average of thirty-five (35) hours a week during a six months' calendar period, or forty-eight (48) hours in any week in such period, or eight (8) hours in any one day, excluding employees engaged in professional, executive, administrative, or supervisory work; those engaged in cases of emergency work requiring the protection of life or property, and those in establishments employing not more than two persons in towns of less than 2,500 population, which towns are not part of a larger trade area. Population shall be determined by the 1930 Federal census.

(b) Employers shall not employ accounting, clerical, or office employees in any office or in any place or manner for more than forty (40) hours in any week, excluding employees in managerial or executive capacities and those in establishments employing not more than two persons in towns of less than 2,500 population, which towns are not part of a larger trade area. Population shall be determined by the 1930 Federal census.

(c) Nothing herein contained shall be construed to apply to employees whose hours of labor are established for specific projects by competent governmental authority acting in accordance with law or with hours of work established by contracts now in force.

Adjustments.—In the event that any buyer subject to this Code shall have contracted before June 16, 1933, to purchase goods, structures, or parts thereof at a fixed price for delivery during the period of the President's Reemployment Agreement, he shall make an appropriate adjustment of said price to meet any increase in cost to

the seller caused by the seller's having signed the President's Reemployment Agreement or having become bound by any code of fair competition approved by the President; provided, however, that in view of the fact that construction operations customarily involve the furnishing of various goods and structures or parts thereof by a continuous series of independent long-term contracts and agreements at fixed prices between various parties, such as owners (including governmental departments), builders, contractors, subcontractors, and others, such adjustments shall be contingent upon similar appropriate adjustments to be made by all other parties thus participating, from and including the initial vendor of such goods and structures or parts thereof to and including the owner of the works or structure upon which they are used.

For Paragraphs 2, 3, 4, 5, 6, and 12 of the President's Reemployment Agreement

CONSUMER

See Agrarian Consumer Products Manufacturing Industry.

CONTAINERS

See Can Manufacturing Industry.

See Corrugated and Solid Fibre Shipping Container Industry.

See Liquid Tight Container Manufacturing Industry.

CONTRACTORS SUPPLIES

See Metropolitan Mill, Marine, and Contractors' Supplies Manufacturing Industry.

CODE No. 1629-1-02

RELEASE No. 342-D

COOKING AND HEATING APPLIANCES INDUSTRY

For Paragraph 3 of the P.R.A.—Code Reference: Paragraph 6 of Section 2

No factory, or mechanical worker, or artisan shall be employed for more than a 40-hour week averaged over an eight-week period; provided, however, that such employee shall not be employed for more than 48 hours in any one week; provided further that such employee shall not be employed more than 8 hours in any one day. The maximum hours of work herein set forth shall not apply to foremen receiving over \$35.00 per week. Engineers, electricians, shipping crews, and outside crews shall receive a 10% tolerance based on the maximum hours herein prescribed.

There shall be no limitation on the maximum number of hours for which watchmen may be employed.

That learners during one period of 60 days shall be paid not less than 80 percent of the minimum wage and shall not exceed in number 5 percent of the total number of employees.

COPPER*See Steel and Copper Plate Engraving Industry.*

CODE No. 1201-1-01

RELEASE No. 229-E

COPPER AND BRASS MILLING PRODUCTS INDUSTRY**ARTICLE III**

Section 1.—Minimum Age Limit. On and after the effective date of this Code employers in the industry shall not employ anyone under the age of sixteen years.

Section 3.—Minimum Wages. On and after the effective date of this Code the minimum wage that shall be paid by any employer in the industry to any male employee shall be 35¢ per hour, and the minimum wage that shall be paid to any female employee shall be 30¢ per hour, and provided further, however, that the above minimum wages shall not in any way be considered as a discrimination by reason of sex and where in any case women do substantially the same work or perform substantially the same duties as men they shall receive the same rate of wage as men receive for doing such work or performing such duties; and provided further that learners and apprentices may be paid not less than 80% of such minimum wages, but the total number of such learners or apprentices shall not in any calendar month exceed 5% of the total employees.

Section 4.—Maximum Hours of Work. The total number of hours in any calendar or pay-roll week which any employee, except outside salesmen, executive and supervisory staffs, and except very special cases where restrictions of hours of highly skilled workers would unavoidably reduce production, shall work, shall be 40 hours. In case highly skilled workers shall work more than 40 hours in any week they shall receive one and one third of their hourly rate for overtime work. In case of emergencies, such as those arising from the need of repairs or breakdowns, or of meeting unusual requirements of peak production or shipment, any employee, upon request of the employer, may work a total number of hours greater than said 40 hours, but not exceeding 48 hours in any one calendar or pay-roll week, provided that during each period of 13 consecutive weeks, starting with the effective date of this Code, no employee other than those above excepted from the provisions of this Section 4 shall have worked more than a total of 520 hours.

For Paragraphs 1 to 6 of the President's Reemployment Agreement

CODE No. 115-02

RELEASE No. 425-B

CORN MILLING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Paragraphs 2 and 4 of Addenda

Employees (other than factory or mechanical workers, artisans, outside salesmen, watchmen, research workers and scientists) shall

not be employed in any place or manner more than 40 hours per week averaged over a 60-day period.

For Paragraph 3 of President's Agreement—Code Reference: Paragraph 3 of Addenda

No factory, mechanical worker, artisan or grain handler, shall be employed more than 40 hours per week averaged over a 60-day period. Engineers, electricians, foremen, bolters, grinders and the immediate assistants of such classes of employee necessary in repair, maintenance and clean-up operations shall be allowed a tolerance of 10 per cent based upon the maximum herein prescribed.

For Paragraph 6 of President's Agreement—Code Reference: Paragraphs 5 and 6 of Addenda

Employers engaged in this industry whose place of employment is in a city or in the immediate trade area of such city having populations respectively of over 500,000; between 250,000 and 500,000; between 2,500 and 250,000; less than 2,500 or in rural communities; shall receive not less than respectively 45 cents per hour; 42½ cents per hour; 40 cents per hour; 37½ cents per hour; provided that in the area east of the Mississippi River and south of the Ohio and Potomac Rivers the minimum rate shall be at a differential of 5 cents per hour less than the minimum herein prescribed for each respective classification. Female employees engaged in light work shall be paid not less than 30 cents per hour based upon the above respective classifications; provided, that the hourly rate paid this class of employee shall not be less than the rate paid to such class on July 15, 1929. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on a basis of a time rate or on a piece work performance. There shall be no discrimination as to the application of the wage provisions herein prescribed between male and female employees performing the same class of work.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE NO. 146-07

RELEASE NO. 646-C

CORN OIL PACKING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Section 4(b)

No factory or mechanical worker or artisan shall be employed more than a 40-hour week, averaged over an eight weeks' period; provided, however, that such employee shall not be employed for more than 48 hours in any week, nor more than 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Section 4(a)

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour for male employees, nor less than 30¢ per hour for female employees; provided, however, that where female employees do substantially the same work or perform substantially the same duty as male employees they shall receive the same rate of pay as male employees receive for doing such work or performing such duties. This paragraph establishes a guaranteed minimum rate of

pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 115-1-01

RELEASE No. 306-A

CORN PRODUCTS INDUSTRY

HOURS OF LABOR

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over a six months' period; provided, however, that such employee shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day.

Maximum hour provisions do not apply to watchmen.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 115-03

RELEASE No. 646-D

CORNSTARCH PACKING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Section 4(b)

No factory or mechanical worker or artisan shall be employed more than a 40-hour week, averaged over an eight weeks' period; provided, however, that such employee shall not be employed for more than 48 hours in any week, nor more than 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Section 4(a)

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour for male employees, nor less than 30¢ per hour for female employees; provided, however, that where female employees do substantially the same work or perform substantially the same duty as male employees they shall receive the same rate of pay as male employees receive for doing such work or performing such duties. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement •

CODE No. 115-04

RELEASE No. 646-B

CORN SYRUP PACKING AND MIXING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Section 4 (b)

No factory or mechanical worker or artisan shall be employed more than a 40-hour week, averaged over an eight weeks' period; provided, however, that such employee shall not be employed for more than 48 hours in any week, nor more than 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Section 4 (a)

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour for male employees, nor less than 30¢ per hour for female

employees; provided, however, that where female employees do substantially the same work or perform substantially the same duty as male employees they shall receive the same rate of pay as male employees receive for doing such work or performing such duties. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE NO. 406-1-08

RELEASE NO. 329-E

CORRUGATED AND SOLID FIBER SHIPPING CONTAINER INDUSTRY

**For Paragraph 2 of President's Agreement—Code Reference: Section I,
Subsection 2**

Employees (other than factory or mechanical workers or artisans) may not be employed in any place or manner for more than a 40-hour week, averaged over a one month's period; provided, however, that such employees may not be employed more than 48 hours in any one week, nor more than 8 hours in any one day.

**For Paragraph 3 of President's Agreement—Code Reference: Section I,
Subsection 2**

No factory or mechanical worker or artisan shall be employed more than a 40-hour week, averaged over any two months' period; provided, however, that such employee shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day.

**For Paragraph 6 of President's Agreement—Code Reference: Section I,
Subsection 3**

Factory or mechanical workers or artisans shall be paid not less than 40 cents per hour for male employees in the north, 30 cents per hour for male employees in the south, 30 cents per hour for female employees in both north and south; provided, however, that where female employees do substantially the same work or perform substantially the same duties as male employees they shall receive the same rate of pay as male employees receive for doing such work or performing such duties; and provided, further, that apprentices with less than one period of six weeks' training shall be paid not less than 80% of the minimum rates. It is agreed that this paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on the basis of a time rate or on piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

COSMETICS

See Perfumes, Cosmetics, and Toilet Preparations Industry.

COSTUME

See Academic Costume Industry.

COTTON*See* Batting and Padding Industry.*See* Raw Cotton Trade.

CODE No. 224-03

RELEASE No. 312-E

COTTON COMPRESS AND WAREHOUSE INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Article V, Paragraphs I and 1**

Employees (other than factory or mechanical workers or artisans, or executives, department heads, superintendents, weighers, or foremen receiving in excess of \$35.00 per week, and watchmen) may not be employed in any place or manner for more than 48 hours in any one week, nor more than 8 hours in any one day.

For Paragraph 3 of President's Agreement—Code Reference: Article V, Paragraphs I and 1

No factory or mechanical worker or artisan shall be employed more than a maximum week of 48 hours, nor more than 8 hours in any one day; provided, that engineers, firemen, and repair crews may be employed a maximum week of 48 hours averaged over a 3 months' period of September, October, and November.

For Paragraph 6 of President's Agreement—Code Reference: Article V, Paragraphs (a) and (b)

Factory or mechanical workers or artisans shall be paid not less than 25¢ per hour in port cotton compress and warehouse facilities, and port cotton warehouse facilities; nor less than 20¢ per hour in interior cotton compress and warehouse facilities, and interior cotton warehouse facilities. It is agreed that this paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on a basis of a time rate or on a piece-work performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 224-04

RELEASE No. 517-P

COTTON GINNING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Article II**

Employees (other than factory or mechanical workers or artisans, watchmen, and weighers) shall not be employed for more than a 40-hour week.

For Paragraph 3 of President's Agreement—Code Reference: Article II

No factory or mechanical worker or artisan shall be employed for more than 50 hours per week, averaged over a two months' period.

For Paragraph 6 of President's Agreement—Code Reference: Article II

No factory or mechanical worker or artisan (except weighers) shall be paid less than 20¢ per hour. Weighers shall be paid not less than 40¢ per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter

case they shall be paid not less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour. This paragraph establishes the guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

COUCHES

See Bedding Manufacturing Industry.

CODE No. 1727-01

RELEASE No. 467-E

COUNTRY GRAIN ELEVATOR

For Paragraph 2 of President's Agreement—Code Reference: Paragraph a, Page 3

Employees (other than factory or mechanical workers or artisans) shall be employed not more than a 48-hour week, averaged over a six months' period.

For Paragraph 3 of President's Agreement—Code Reference: Paragraph a, Page 3

No factory or mechanical worker or artisan shall be employed for more than a 48-hour week, averaged over a six months' period.

For Paragraph 6 of President's Agreement—Code Reference: Paragraph b, Page 3

Factory or mechanical workers or artisans shall be paid not less than 30 cents per hour. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 1612-1-01

RELEASE No. 726-E

COVERED BUTTON INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article V

Factory or mechanical workers or artisans, shall not be employed more than 40 hours per week, nor more than 8 hours per day.

For Paragraph 6 of President's Agreement—Code Reference: Article IV

Male factory or mechanical workers or artisans shall receive not less than 40¢ per hour; female employees shall receive not less than 30¢ per hour; provided, however, that where female employees do substantially the same work or perform substantially the same duty as male employees they shall receive the same rate of pay as male employees receive for doing such work or performing such duties. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CRACKERS*See Biscuit and Cracker Manufacturers Industry.*

CODE No. 405-13

RELEASE No. 509-D

CREPE PAPER INDUSTRY**For Paragraph 3 of President's Agreement—Code Reference: Article III, Paragraph 2**

Factory or mechanical workers or artisans (except truck drivers) shall not be employed more than 40 hours per week, nor more than 8 hours per day. Truck drivers shall not be employed more than 48 hours per week, nor more than 10 hours per day.

There shall be no limitation on the maximum number of hours for which watchmen may be employed.

For Paragraph 6 of President's Agreement—Code Reference: Article III, Paragraph 4

Factory or mechanical workers or artisans shall receive not less than 40¢ per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case not to pay less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour.

Apprentices are to be limited to one three months' period of apprenticeship, and shall not exceed 5% of the total number of employees, and further shall be paid during the period of apprenticeship not less than 80% of the above minimum wages.

It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement**CRANES***See Shovel, Dragline, and Crane Manufacturing Industry*

CODE No. 1040-A-01

RELEASE No. 574-A

CRUCIBLE MANUFACTURING INDUSTRY**For Paragraph 3 of President's Agreement—Code Reference: Section 6**

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, averaged over an eight weeks' period; provided, however, that such employees shall not be employed more than 44 hours per week in any one week, nor more than 8 hours per day.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 3 of the President's Reemployment Agreement

CRUSHERS

See Oyster Shell Crushers Industry.

CODE No. 1607-03

RELEASE No. 660-E

CURLED HAIR INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article IV

No factory or mechanical worker or artisan (other than engineers, firemen, electricians, maintenance crews, and watchmen) shall be employed for more than 40 hours per week nor more than 8 hours per day. In the case of maintenance crews, engineers, firemen, and electricians there shall be allowed a tolerance of 10%.

For Paragraph 6 of President's Agreement—Code Reference: Article IV

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour for male employees nor less than 35¢ per hour for female employees. Where female employees do the same work or perform substantially the same duties as male employees, they shall receive the same rate of pay that male employees receive for doing the same work or performing the same duties. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CURTAINS

See Lace Curtain Manufacturing Industry.

See Novelty Curtain, Drapery, Bedspread, and Novelty Pillow Manufacturing Industry.

See Shower Curtain Manufacturing Industry.

CODE No. 1108-I-05

RELEASE No. 410-H

CUTLERY MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Paragraph V(a)

No factory or mechanical worker or artisan shall be employed for more than a 40-hour week averaged over a one-year period, provided, however, that such employees may be employed for not more than 48 hours in any 4 weeks in any one-year period, but not more than 8 hours in any one day.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 1149-26

RELEASE No. 1035-A

CUTTING DIE MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article 6

Employees (other than factory or mechanical workers or artisans, outside salesmen, and watchmen), shall not be employed for more

than forty (40) hours per week. Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six (6) months of 1933.

For Paragraph 3 of President's Agreement—Code Reference: Article 6

Factory or mechanical workers or artisans shall not be employed for more than forty (40) hours per week nor more than eight (8) hours in any one day.

For Paragraphs 2 and 3 of President's Reemployment Agreement

Code No. 507-1-01

RELEASE No. 334-A

DAILY NEWSPAPER PUBLISHING

For Paragraph 1 of President's Agreement—Code Reference: Section 3

After the effective date, publishers shall not employ any persons under the age of 16 years, except (a) those who are able, without impairment of health, to deliver or sell newspapers during the now established hours of such work where such work does not interfere with hours of day school, (b) those between 14 and 16 years of age who may be employed (but not in manufacturing or mechanical duties) and not to exceed 3 hours a day, and those hours between 7 a.m. and 7 p.m. in such work as will not interfere with hours of day school.

For Paragraph 2 of President's Agreement—Code Reference: Section 4

After the effective date, publishers shall not work any accounting, clerical, office, service, or sales employees (except representatives, delivery and circulation men, comprising not more than 10% of the total number of employees, and outside salesmen) in any office or department for more than 40 hours in any one week.

For Paragraph 3 of President's Agreement—Code Reference: Section 5

After the effective date, publishers shall not employ any factory, or mechanical worker, or artisan more than 40 hours per week, but may employ such employee a maximum week of 44 hours for any six weeks within any six months' period during the period of this agreement, but not more than 8 hours in any one day.

For Paragraph 4 of President's Agreement—Code Reference: Section 9

The maximum hours fixed shall not apply to professional persons employed in their profession (within which class may be included reporters receiving in excess of \$35 per week), persons employed in a managerial or personal capacity, who receive more than \$35 per week, employees on emergency maintenance and repair work, employees in special cases where restrictions of hours of highly skilled workers on continued processes would unavoidably reduce production and in special cases of emergency, provided that in any such special case at least time and one third shall be paid for hours of work in excess of the maximum. The requirements as to hours and wages shall be observed, except in the case of a contract in effect on or before July 1, 1933, and still remaining in full force and effect and which cannot be revised except by mutual consent.

For Paragraph 5 of President's Agreement—Code Reference: Section 6

After the effective date, publishers shall not pay any accounting, clerical, office, service, or sales employees less than \$15 per week in any city of over 500,000 population, or in the immediate trade area of such city; nor less than \$14.50 per week in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$14 per week in any city of between 2,500 and 250,000 population, or in the immediate trade area of such city; nor less than \$12 per week in towns of less than 2,500; provided, that any such employee will receive as much as heretofore for the shorter day, week, or month herein provided, in the event that full time is worked, except learners or apprentices not to exceed 5% of the total employees of any establishment are to be paid not less than 70% of the foregoing minimum scale. Population shall be determined by reference to the 1930 Federal census.

For Paragraph 6 of President's Agreement—Code Reference: Section 7

After the effective date, publishers shall not pay any factory or mechanical worker or artisan, except apprentices, less than 40¢ per hour, and if his hours of work are reduced, to pay either an hourly rate of pay not less than the hourly rate which prevailed in the same community on July 15, 1929, but in no event less than 30¢ per hour or a weekly wage not less than that which he received on July 1, 1933, for the same work. This paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraph 14 of President's Agreement—Code Reference: Sections 10, 11, and 13

During the period of this agreement, a publisher in any city where there is a shortage of labor of any of the classes mentioned, which shortage will create, great and unavoidable hardship, may in a petition approved by the association, obtain a stay of the requirements of the provisions pending investigation by the National Recovery Administration, if he agrees to abide by the decision of such investigation.

Employees shall have the right to organize and bargain collectively through representatives of their own choosing, and shall be free from the interference, restraint, or coercion of employers of labor, or their agents, in the designation of such representatives or in self organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection; (2) no employee and no one seeking employment shall be required as a condition of employment to join any company union or to refrain from joining, organizing, or assisting a labor organization of his own choosing; and (3) employers shall comply with the maximum hours of labor, minimum rates of pay, and other conditions of employment, approved or prescribed by the President.

11. In submitting or subscribing to this code, the publishers do not thereby agree to accept or to comply with any other requirements than those herein contained, or waive any right to object to the imposition of any further or different requirements, or waive

any Constitutional rights or consent to the imposition of any requirements that might restrict or interfere with the Constitutional guarantee of the freedom of the press.

For Paragraphs 1, 2, 3, 4, 5, 6, 14 of the President's Reemployment Agreement. The Substitution of the Foregoing Paragraphs Shall Also be a Substitution for Paragraphs 9, 11, 12, and 13 of the President's Reemployment Agreement

DAIRIES

See Fluid Milk Industry.

DEALERS

See Oyster Growers and Dealers Industry.

CODE No. 1617-09

RELEASE No. 565-0

DENTAL LABORATORY INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article IV

Employees (other than factory or mechanical workers or artisans, delivery messengers, outside salesmen, and watchmen) shall not be employed more than 40 hours per week; provided, however, that delivery messengers shall be employed not more than 44 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Article IV

No factory or mechanical worker or artisan shall be employed more than 40 hours per week.

For Paragraph 6 of President's Agreement—Code Reference: Article IV

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case they shall be paid not less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour. Apprentices shall be paid not less than 35¢ per hour for an apprenticeship period not to exceed 3 months and messengers shall be paid at the rate of not less than \$12.00 per week.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

DEPARTMENT STORES

See Restaurant Industry.

DESKS

See Business Furniture, Equipment & Supply Industry.

DESSERTS

See Food Desserts Industry.

DIES

See Cutting Die Manufacturing Industry.

CODE No. 1224-1-02

RELEASE No. 425-J

DIE CASTING MANUFACTURING INDUSTRY**SUBSTITUTED PROVISIONS**

For Paragraph 2 of President's Agreement—Code Reference: Article VI

Employees (except factory or mechanical workers, artisans, outside salesmen, and watchmen) shall not be employed in any place or manner more than 40 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Article VI

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over an 8 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day. Firemen, engineers, electricians, emergency and repair crews shall be allowed a tolerance of 10% based upon the maximum herein prescribed.

For Paragraph 6 of President's Agreement—Code Reference: Article V

Employees in this industry shall not receive less than 30 cents per hour. Learners shall receive not less than 80% of the minimum herein prescribed for a period not to exceed 26 weeks. This class of employee shall not exceed in any calendar month more than 5% of the total employees for each employer.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

DINING ROOMS

See Restaurant Industry.

DIRECTORIES

See City Directory Industry.

DISHES

See Food Dish and Paper Plate Manufacturing Industry.

DISTRIBUTORS

See Coffee Industry.

See Construction Equipment Distributing Industry.

See Flat Glass Distributing Industry.

See Flour Distributing Industry.
See Food and Grocery Distributing Industry.
See Industrial Supplies and Machinery Distributing Industry.
See Metropolitan Mill, Marine and Contractors Supplies Distributing Industry.
See Newspaper and Magazine Distributing Industry.
See Retail Feed Distributing Trade.
See Sheet Metal Distributing Industry.
See Textile Distributing Industry.
See Paper Distributing Trade.

CODE No. 1648-06

RELEASE No. 862-B

DOG FOOD MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article VI

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, nor more than 8 hours per day. Truckmen shall not be employed for more than 48 hours per week. In the case of engineers and firemen there shall be allowed a tolerance of 10%. Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 3 of President's Reemployment Agreement

CODE No. 1411-25

RELEASE No. 702-G

DOMESTIC FREIGHT FORWARDING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article V, Section (e)

Clerical and office employees shall not be employed for more than 40 hours per week. Station and warehouse employees, such as checkers, O. S. & D. clerks, billing, receiving, delivery, tracing and tally, rate and routing clerks, and freight-house laborers shall not be employed for more than 48 hours per week, averaged over a 3 months' period.

For Paragraph 5 of President's Agreement—Code Reference: Article V, Section (g)

No employee shall be paid less than 40 cents per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case they shall be paid not less than the hourly rate of July 15, 1929, and in no event less than 30 cents per hour in the North and 25 cents per hour in the South. The "South" is hereby defined to include Maryland, West Virginia, Virginia, North Carolina, South Carolina, Georgia, Florida, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, and Texas. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2 and 5 of the President's Reemployment Agreement

DRAGLINES

See Shovel Dragline and Crane Manufacturing Industry.

DRAPERIES

See Novelty Curtain, Drapery, Bedspread and Novelty Pillow Manufacturing Industry.

CODE No. 280-91-902

RELEASE No. 425-I

DRAPERY AND UPHOLSTERY TRIMMINGS MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Paragraph (4), Section B, Article IV

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours; provided, however, that such employee shall not be employed more than 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Paragraph (5), Section B, Article IV

Employees in this industry shall not receive less than 32½¢ per hour. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piece work performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

DRAWING MATERIALS

See Blue Print, Reproduction, and Drawing Material Industry.

CODE No. 104-1-04

RELEASE No. 745-H

DRESSED POULTRY—RECEIVING AND DISTRIBUTING

For Paragraph 2 of President's Agreement—Code Reference: Article VIII, Section 2

Employees (other than factory or mechanical workers or artisans, outside salesmen, and watchmen) shall not be employed for more than 40 hours per week; provided, however, that there shall be allowed a tolerance of 10%.

For Paragraph 3 of President's Agreement—Code Reference: Article VIII, Section 3

Factory or mechanical workers or artisans (other than receiving room foremen, or employees engaged in transporting dressed poultry, which latter class of employees shall not exceed 5% of the total number of employees of each employer) shall not be employed for more than 48 hours per week.

The above maximum hours of labor shall not apply during a 7 weeks' period to cover seasonal activities, including Thanksgiving,

Christmas and New Years; provided, however, that any such hours of labor in excess of 48 hours per week during such 7 weeks' period shall be considered overtime.

For Paragraph 6 of President's Agreement—Code Reference: Article VIII, Section 6

No factory or mechanical worker or artisan shall be paid less than 40 cents per hour. Overtime shall be paid at the rate of not less than time and one third. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement
CODE No. 251-1-05 **RELEASE No. 374-Q**

DRESS SNAP FASTENER INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Paragraph 3

No factory or mechanical worker or artisan shall be employed more than a maximum week of forty hours nor more than 8 hours in any one day.

For Paragraph 3 of the President's Reemployment Agreement

DRESS TRIMMING

See Millinery and Dress Trimming, Braid and Textile Industry.

DRIED FRUIT

See Pacific Coast Dried Fruit Industry.

DRINKS

See Soft Drink Industry.

CODE No. 1110-02

RELEASE No. 1035-D

DROP FORGING MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement, Article III, Section 2(a)

Employees (other than factory or mechanical workers, or artisans, outside salesmen, and watchmen) shall not be employed for more than forty (40) hours per week. Watchmen shall not be employed in excess of the average number of hours such employees were employed in the first six (6) months of 1933.

For Paragraph 3 of President's Agreement—Code Reference, Article III, Section 3(a)

Factory or mechanical workers or artisans shall not be employed for more than forty (40) hours per week.

For Paragraph 6 of President's Agreement—Code Reference, Article III, Section 3(b)

No factory or mechanical worker or artisan shall receive less than forty (40) cents per hour. This paragraph establishes a guaranteed

minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of President's Reemployment Agreement

CODE No. 404-I-06.

RELEASE No. 410-K.

DRUG LABEL AND BOX INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Section 2 of Article I

No factory or mechanical worker or artisan, (except engineers and repairmen, and technical employees receiving over \$35.00 per week) shall be employed more than a maximum week of 40 hours. For engineers and repairmen there shall be allowed a 10% tolerance based on the maximum herein prescribed.

For Paragraph 3 of the President's Reemployment Agreement

DRUGS

See Wholesale Drug Industry.

DRUG STORES

See Restaurant Industry.

See Retail Drug Trade.

CODE No. 607-01

RELEASE No. 425-C

DRY COLOR INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article III

Employees (other than factory or mechanical workers or artisans, outside salesmen and watchmen) shall be employed for not more than 40 hours per week, averaged over a six months' period; provided, however, that such employees shall not be employed more than 48 hours in any one week. The hours of any store or service operation may not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case not to reduce such hours at all.

For Paragraph 3 of President's Agreement—Code Reference: Article III

No factory or mechanical workers or artisans shall be employed more than a maximum week of 40 hours, averaged over a six months' period; provided, however, that such employees shall not be employed more than 48 hours in any one week, nor more than 10 hours in any one day; provided further, that employees classified as color chemists and color matchers, in order to train other necessary skilled employees, may be employed for a maximum of 48 hours per week, for two months; provided further, that in the case of maintenance and repair crews, shipping crews, engineers, firemen and electricians, there shall be allowed a tolerance of 10%.

For Paragraph 6 of President's Agreement—Code Reference: Article IV

Factory or mechanical workers or artisans (except laboratory apprentices) shall be paid not less than 40¢ per hour in any city of over 350,000 population, or in the immediate trade area of such city, and in all other localities such employees shall receive not less than 36¢ per hour, except the states of Alabama, Georgia, Tennessee, and Virginia, in which such employees shall be paid not less than 30¢ per hour.

Apprentices (in excess of 1) shall not exceed 5% of the total number of employees of each employer, and shall be paid during the period of apprenticeship not less than 80% of the above minimum wages; provided, however, that apprentices shall not be paid less than 30¢ per hour. The minimum rate of pay herein prescribed establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

DRY GOODS

See Wholesale Dry Goods Industry.

CODE No. 221-1-01

RELEASE No. 589-J

DRY GOODS COTTON BATTING INDUSTRY

Hours of Labor.—On and after the effective date employees shall not be employed more than an average of 40 hours per week per employee, until January first, next, and thereafter during each six-month period, and not more than 48 hours in any one week during such period, with the following exceptions:

- (a) In the event of breakdown, fire, or Act of God.
- (b) Executives, supervisory staff, and outside salesmen.

DRY MATS

See Stereotype Dry Mat Industry.

CODE No. 134-1-01

RELEASE No. 509-A

DRY MILK INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference

Employees (other than factory workers, mechanical workers, artisans, outside salesmen, watchmen, and dairy inspectors) shall not be employed more than 40 hours per week, averaged over a two months' period; provided, however, that such employees shall not be employed more than 48 hours per week. The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference

Factory or mechanical workers or artisans shall not be employed more than 44 hours per week, averaged over a 12-month period; provided, however, that such employees shall not be employed more than 48 hours per week; provided, further, that there shall be allowed a tolerance of 10% over such maximum hours for a period not to exceed 16 weeks.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

DUPLICATORS

See Commercial Duplicating and Mailing Industry.

DYEING

See Cleaning and Dyeing Industry.

CODE No. 1016-03

RELEASE No. 467-H

EARTHENWARE MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Title III, Article I, Sections (a), (b), (c), Para. (x) under Sec. (c)

Employees (other than factory or mechanical workers, artisans, outside salesmen, and watchmen) shall not be employed in any place or manner more than 40 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Title III, Article I, Sections (a), (b), (c), Para. (x) under Sec. (c)

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over the next succeeding 10 weeks' period and, thereafter, averaged over the next succeeding 8 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any week, nor more than 8 hours in any one day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

EGG AND POULTRY INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article 7, Section 5

Employees, (other than factory or mechanical workers or artisans, buyers, outside salesmen, or watchmen) shall not be employed for more than 40 hours per week; provided, however, that there shall be allowed a tolerance of 10 percent.

The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference: Article 7, Section 5

Factory or mechanical workers or artisans (other than receiving room foremen, or employees engaged in transporting poultry, and/or

eggs, which latter class of employees shall not exceed 5% of the total number of employees) shall not be employed more than 48 hours per week. The above maximum hours of labor shall not apply during a seven weeks' period to cover seasonal activities, including Thanksgiving, Christmas, and New Year; provided, however, that any such hours of labor in excess of 48 hours per week during such 7 weeks period, shall be considered overtime and such employees shall receive at least time and one third for such hours.

The above maximum hours of labor shall not apply in cities under fifteen thousand population to engineers and feeding-station foremen, limited to one each for a plant.

For Paragraph 6 of President's Agreement—Code Reference: Article 6, Section 6

Male factory or mechanical workers or artisans shall not receive less than 40¢ per hour in any city of over 250,000 population, or in the immediate trade area of such city; nor less than 35¢ per hour in any city or town or village of less than 250,000 population, or in the immediate trade area of such city, town, or village; nor less than 32½¢ per hour in the southern area of the United States.

The wage rate for female factory or mechanical workers or artisans shall be 10% per hour less than the minimum wage rates specified above for the various states, cities, towns, or villages, or in the immediate trade area; provided, however, where female employees do substantially the same work or perform substantially the same duty as male employees they shall receive the same rate of pay as male employees receive for doing such work or performing such duties.

The wage rates specified above shall not establish a minimum rate of wages in the states of California, Oregon, Washington, or other states having wage regulations; provided, however, in no case shall such employees receive less than 30¢ per hour.

Factory or mechanical workers or artisans engaged in piecework performances in the northern area of the United States shall not receive less than the following rates in any city of over 250,000 population, or in the immediate trade area of such city: Chickens, 3¢ each; turkeys, 6¢ each; provided, however, that such employees shall not receive less than 30¢ per hour; nor less than the following rates in the southern area of the United States: Chickens, 2¾¢ each; turkeys, 5¢ each; provided, however, that such employees shall not receive less than 27½¢ per hour.

In the northern area of the United States such employees shall not receive less than the following rates in any city, town, or village under 250,000 population, or in the immediate trade area of such city, town, or village: Chickens, 2½¢ each; turkeys, 5¢ each; provided, however, that such employees shall not receive less than 25¢ per hour; nor less than the following rates in the southern area of the United States: Chickens, 2¼¢ each; turkeys, 4¢ each; provided, however, that such employees shall not receive less than 22½¢ per hour.

The southern area of the United States is defined as follows: Delaware, Maryland, Virginia, West Virginia, Kentucky, North Carolina, South Carolina, Mississippi, Louisiana, Texas, Georgia, Florida, Oklahoma, Alabama, Tennessee, and Arkansas.

Apprentices are to be limited to one 60 days period of apprenticeship, and shall not exceed 5% of the total number of employees, and further, shall be paid during the period of apprenticeship, not less than 80% of the above minimum wages.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 174-1-02

RELEASE No. 300-B

ELECTRIC LIGHT AND POWER INDUSTRY

(A) No employee shall work for more than an average of 40 hours per week during any six weeks' period, except those specified in Paragraph (B).

(B) Load dispatchers, emergency maintenance and repair employees, station and substation operators, their attendants, crews, and helpers, if highly trained and not readily replaceable, whose duties must be continuously performed in order to render the public a safe and continuous service, may be employed not in excess of 48 hours per week, so long as other competent employees are not readily available for such work, and in emergencies such employees may work more than 48 hours per week, but in no case shall the hours worked exceeds an average of 48 hours for six consecutive weeks. All employers subject to this code shall proceed with the training of additional employees as rapidly as is consistent with the rendition of safe and continuous service, so that by March 1, 1934, as many employees as possible may be reclassified under the 40 hours per week limitation; and report shall be made on said date of the extent of such reclassification to the National Recovery Administration.

(C) The maximum hours fixed in the foregoing paragraphs shall not apply where not more than two persons are employed in communities of less than 2,500 population, which communities are not part of a larger trade area; nor to employees engaged on emergency work; nor to outside salesmen; nor to employees in a managerial, executive, administrative, or supervisory capacity who now receives more than \$35.00 a week. Population for the purposes of this agreement shall be determined by reference to the 1930 Federal Census.

(D) Employees shall be paid at the rate of:

(1) Not less than \$15 a week in any city of over 500,000 population or in the immediate trade area of such city;

(2) Not less than \$14.50 a week in any city between 250,000 and 500,000 population or in the immediate trade area of such city;

(3) Not less than \$14 a week in any city between 2,500 and 250,000 population or in the immediate trade area of such city, and

(4) In towns of less than 2,500 population all wages shall be increased by not less than 20 percent, provided that this shall not require wages in excess of \$12 a week.

(5) This paragraph shall apply to all employees, except those covered by the provisions of the following paragraph "(E)."

(E) Employees of the classes who, on July 1, 1933, were paid on an hourly rate shall be paid not less than 40¢ per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case the rate of pay shall not be less than the July 15, 1929, hourly rate of pay and, in any event,

shall not be less than 30¢ per hour; provided that learners may be paid not less than 80 percent of the minimum wage rate provided in the above schedule, but the total number of learners shall not exceed 5 percent of the total number of employees employed by any employer subject to this Code.

ELEVATORS

See Country Grain Elevator.

See Terminal Elevator Grain Industry.

EMBOSSSED SEALS

See Gummed Label and Embossed Seal Manufacturing Industry.

ENAMELING

See Porcelain Enameling Industry.

ENGRAVING

See Bank Note Companies.

See Master Engravers Trade.

See Steel and Copper Plate Engravers Industry.

EQUIPMENT

See Automotive Parts and Equipment Industry.

See Beverage Dispensing Equipment Industry.

See Business Furniture, Equipment and Supply Industry.

See Chlorine Control Apparatus Industry.

See Construction Equipment Distributing Industry.

See Fabric Auto Equipment Industry.

See Industrial Safety Equipment Manufacturing Industry.

See Lighting Equipment Manufacturing Industry.

See Meat Packing and Allied Products, Machinery and Equipment Manufacturing Industry.

See Office Equipment Manufacturing Industry.

See Poultry Equipment Manufacturing Industry.

See Sheet Steel Farm Equipment Industry.

CODE No. 134-1-01

RELEASE No. 247-B

EVAPORATED MILK INDUSTRY

SECTION IV

A. Employees not covered by Section IV B (except outside salesmen, watchmen, and dairy inspectors) may not be employed in any place or manner for more than forty hours in any one week averaged over a two-month period.

B. No factory or mechanical worker or artisan shall be employed more than a maximum week of forty-four hours averaged over a twelve-months' period, but may be employed a maximum week of forty-eight hours (plus 10% tolerance for not to exceed 16 weeks) within such 12 months' period.

C. The maximum hours fixed in the foregoing Paragraphs IV A and IV B shall not apply to professional persons employed in their professions; nor to employees in a managerial or executive capacity who receive more than \$35.00 per week; nor to employees on emergency maintenance and repair work; nor to very special cases where restrictions of hours of highly-skilled workers on continuous processes would unavoidably reduce production.

SECTION V

A. Employees in the classes covered by Paragraph IV A shall be paid not less than \$15.00 per week in any city of over 500,000 population or in the immediate trade area of such a city; nor less than \$14.50 per week in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$14 per week in any city of between 2,500 and 250,000 population, or in the immediate trade area of such city; and in towns of less than 2,500 population to increase all wages by not less than 20 percent, provided that this shall not require wages in excess of \$12 per week.

B. Employees of the classes mentioned in Paragraph IV B shall be paid not less than 40 cents per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case not to pay less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour, except that in communities of less than 5,000 population in the South, as hereinabove defined in the Code, not less than 90 percent of such minimum. It is agreed that this paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

SECTION XIV

To abide by marketing agreements with the Agricultural Adjustment Administration, but pending such marketing agreements with the Agricultural Adjustment Administration, Paragraph (9) of the President's Reemployment Agreement shall apply.

For Paragraphs 2, 3, 4, 6, and 9 of the P.R.A.

EXCHANGES

See Grain Exchange Industry.

EXTRACTS

See Flavoring Extract Industry.

See Tanning Extract Manufacturing Industry.

FABRICATORS

See Reinforcing Materials Fabricating Industry.

See Steel Plate Fabricating Industry.

CODE No. 1404-91-911

RELEASE No. 374-H

FABRIC AUTO EQUIPMENT INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Section 2,
Article VII

Employees (other than factory or mechanical workers or artisans, watchmen, and shipping crews) shall not be employed for more than a 40-hour week. In the case of shipping crews a tolerance of 10% shall be allowed.

For Paragraph 3 of President's Agreement—Code Reference: Section 2,
Article VII

No factory or mechanical worker or artisan (other than engineers, firemen, outside crews, and cleaners) shall be employed more than a maximum week or 40 hours. In the case of engineers, firemen, outside crews, and cleaners, a tolerance of 10% shall be allowed.

For Paragraph 6 of President's Agreement—Code Reference: Section 1,
Article VII

No factory or mechanical worker or artisan shall be paid less than 32½ cents per hour north of the Mason-Dixon Line; nor less than 30 cents per hour south of the Mason-Dixon Line. Learners shall be paid not less than 80% of the minimum wage and shall be so classed for a period not to exceed ten weeks and they shall not exceed 5% in number of the total employees of each employer.

FABRICS

See Knitted Outerwear Manufacturing Industry.

See Slit Fabric Manufacturing Industry.

CODE No. 1118-06

RELEASE No. 517-Z

FABRICATED METAL PRODUCTS INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article II,
Section 6

Employees (other than executive, administrative, and supervisory employees who are now receiving \$35 or more per week; and factory or mechanical workers, or artisans, watchmen, outside sales and service men) shall not be employed more than 40 hours per week; provided, however, that they may be employed for one week of 48 hours during each one month's period.

For Paragraph 3 of President's Agreement—Code Reference: Article II,
Section 6

No factory or mechanical worker or artisan (except emergency repair employees) shall be employed for more than 40 hours per week; provided, however, that these limitations shall not apply to

branches of this industry in which seasonal or peak demand or break-down places an unusual and temporary burden upon such branches; and provided, however, that in no case shall the hours worked in any one week exceed 48 hours; and provided further, that the number of hours over 40 per week worked in any six months' period shall not exceed 32.

For Paragraph 6 of President's Agreement—Code Reference: Article II, Sections 3, 4, and 7

No factory or mechanical worker or artisan shall be paid less than 35¢ per hour for males and 30¢ per hour for females unless the hourly rate for the same class of work on July 15, 1929, was less than the above specified minima, in which latter case they shall be paid not less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour for males and 25¢ per hour for females; and provided further, that learners and apprentices may be paid not less than 80% of the above minimum wages for a period of not to exceed three months, but the total number of such learners and apprentices shall not exceed 5% of the total number employed by any such employer in any calendar month; provided further, however, that where female employees do substantially the same work or perform substantially the same duties as male employees, they shall be paid the same rate of pay as male employees are paid for doing such work or performing such duties. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employees are compensated on the basis of a time rate or on piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

FARM EQUIPMENT

See Sheet Steel Farm Equipment Industry.

FASTENERS

See Dress Snap Fastener Industry.

See Slide Fastener Manufacturing Industry.

FEED

See Oyster Shell Industry.

See Retail Feed Distributing.

CODE No. 122-06

RELEASE No. 467-K

FEED MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week averaged over a 2-month period, pro-

vided, however, that such employees shall not be employed more than 48 hours in any one week or more than 8 hours in any one day. Provided further, that in case of engineers, electricians, firemen, repair and maintenance crews there shall be allowed a tolerance of 10%. There shall be no limitation on the maximum number of hours for which watchmen may be employed.

For Paragraph 6 of President's Agreement—Code Reference: Article III

Factory or mechanical workers or artisans shall be paid not less than 40¢ per hour unless the hourly rates for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case not to pay less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour. Provided, that no such employee in the southern area of the United States shall receive less than 30¢ per hour, unless the hourly rate of the same class of work on July 15, 1929, was less than 30¢ per hour, in which latter case not to pay less than the hourly rate on July 15, 1929, and in no event less than 25¢ per hour.

The southern area of the United States is defined as follows: Arkansas, Louisiana, Texas, and that area of the United States east of the Mississippi River and south of the Ohio and Potomac Rivers.

The minimum rate of pay herein described establishes a guaranteed rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 1012-1-02

RELEASE No. 686-E

FELDSPAR GRINDING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III, Section B, Paragraph 1

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours

For Paragraph 6 of President's Agreement—Code Reference: Article III, Section C, Paragraph 1

No factory or mechanical worker or artisan shall be paid less than 35 cents per hour in the North, nor less than 30 cents per hour in the South. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piece work performance. The "South" is hereby defined as comprising the States of Virginia, Tennessee, North Carolina, South Carolina, Florida, Georgia, Alabama, Mississippi, and Louisiana.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

FELTS

See Hair and Jute Felt Manufacturing Industry.
See Wool Felt Manufacturing Industry.

FERTILIZER INDUSTRY

**For Paragraphs 2 and 3 of President's Agreement—Code Reference:
Article III, Section 2**

Employees (other than factory or mechanical workers or artisans or outside salesmen or watchmen) shall be employed not more than 40 hour per week, averaged over an eight-week period.

Employees engaged in the production of mixed fertilizer and/or superphosphate shall be employed not more than 40 hours per week, nor more than 8 hours per day; provided, however, that employees, during temporary or seasonal emergencies, when there is not a sufficient supply of additional labor available to meet the requirements of production, may be employed not more than 48 hours per week, with the consent of such employees; provided further that such maximum hours shall not exceed a period of more than 4 calendar months in any year.

Employees, in the case of any process requiring continuous operation shall be employed not more than 40 hours, except where competent employees are not readily available, they may be employed not more than 48 hours per week, at the rate of at least time and one third overtime for hours over 8 daily; provided, however, that such employees shall not exceed 10% of the total number of employees in the industry.

Continuous operation is defined as the manufacture of sulphuric acid, phosphoric acid, and superphosphate.

There shall be no limitation on the maximum number of hours for which superintendents, managers, or officials, who now receive more than \$35 per week, foremen during rush periods, or emergency maintenance crews required for work in connection with fire, cyclone, flood, or machinery breakdown, may be employed.

Employees in the production of mixed fertilizer and/or superphosphate shall be entitled to one day of rest per week.

**For Paragraph 6 of President's Agreement—Code Reference: Article III,
Section 3**

Employees shall receive not less than the following rates:

- (1) 35¢ per hour in the Northern area of the United States.
- (2) 25¢ per hour in the Southern area of the United States.
- (3) 35¢ per hour in the Midwestern area of the United States.
- (4) 40¢ per hour in the Pacific Coast area of the United

States.

provided, however, that where State laws require a higher minimum wage, employees shall not be paid a lower wage than that specified by such State laws. Overtime shall be paid at the rate of one and one third times the normal wage, for all work in excess of 8 hours per day.

The Northern area of the United States is defined as follows: Maine, New Hampshire, Vermont, Massachusetts, Connecticut, Rhode Island, New York, Pennsylvania, New Jersey, Delaware, Maryland, and West Virginia.

The Southern area of the United States is defined as follows: Virginia, North Carolina, South Carolina, Georgia, Florida, Ala-

bama, Mississippi, Arkansas, Louisiana, Oklahoma, Texas, and Tennessee.

The Midwestern area of the United States is defined as follows: Ohio, Illinois, Indiana, Kentucky, Missouri, Kansas, Nebraska, South Dakota, Colorado, New Mexico, Arizona, Wyoming, Montana, Michigan, Wisconsin, Minnesota, and Iowa.

The Pacific Coast area of the United States is defined as follows: Washington, Oregon, California, Idaho, Nevada, and Utah.

The minimum rate of pay herein prescribed establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

FIBRE

See Corrugated and Solid Fibre Shipping Container Industry.

CODE No. 1612-04

RELEASE No. 490-B

FIBRE AND METAL WORK CLOTHING BUTTON INDUSTRY

**For Paragraph 3 of President's Agreement—Code Reference: Article IV,
Section 2**

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week nor more than 8 hours per day.

**For Paragraph 6 of President's Agreement—Code Reference: Article IV,
Section 8**

Male factory or mechanical workers or artisans shall receive not less than 40¢ per hour; female employees shall receive not less than 30¢ per hour; provided, however, that where female employees do substantially the same work or perform substantially the same duty as male employees they shall receive the same rate of pay as male employees receive for doing such work or performing such duties.

It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 311-03

RELEASE No. 517-T

FIBRE CAN AND TUBE INDUSTRY

**For Paragraph 3 of President's Agreement—Code Reference: Title III,
Section 1 (a)**

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, nor more than 8 hours in any one day.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 1630-1-03

RELEASE No. 532-G

FIBER WALLBOARD INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Article III, Section 1**

Employees (other than factory workers, mechanical workers, artisans, outside salesmen, and watchmen) shall not be employed more than 40 hours per week, averaged over a two months' period; provided, however, such employees shall not be employed more than 48 hours per week.

The hours of any store or service operation shall not be reduced to below 52 hours in any 1 week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference: Article III, Section 1

Mechanical or factory workers or artisans shall not be employed more than 40 hours per week, averaged over a two months' period; provided, however, that during peak production periods and emergencies, such employees may be employed not more than 48 hours per week, nor more than 8 hours per day; provided further, that such employees actually engaged in the lamination of wallboard may be employed not more than 10 hours per day; provided further, that in lieu of the above provision to "averaged over a two months' period" employers may average over the period from the date of the approval of this instrument to the date of the approval of the proposed code of this industry; provided further, that in the case of repair and maintenance crews, engineers, firemen, and electricians there shall be allowed a tolerance of 10%.

The above maximum hours of labor shall not apply to employees acting in a supervisory capacity, who now receive more than \$35 per week.

For Paragraph 6 of President's Agreement—Code Reference: Article III, Section 2

Factory or mechanical workers or artisans shall not receive less than 40¢ per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case such employees shall not receive less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour; provided, however, that learners or apprentices, during one period of 60 days, shall be paid not less than 80% of the minimum wage and shall not exceed in number 5% of the total number of employees.

This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 1149-1-06

RELEASE No. 410-G

FILE MANUFACTURING INDUSTRY

Watchmen are exempt from the maximum hours provisions of paragraph 2 of the President's Reemployment Agreement.

For Paragraph 3 of President's Agreement—Code Reference: Paragraph V

No factory or mechanical worker or artisan shall be employed more than 40 hours per week averaged over a six weeks' period, but in no case in excess of 48 hours in any one week.

For Paragraph 6 of President's Agreement—Code Reference: Paragraph VI

No factory or mechanical worker or artisan shall be paid less than 35¢ per hour for male employees and 30¢ per hour for female employees; provided that where female employees do substantially the same work or perform substantially the same duties as male employees, they shall be paid at the same rate of pay as male employees are paid for doing such work or performing such duties; provided, further, that learners during one period, not in excess of six weeks, may be paid not less than 80% of the minimum wage, but the total number of such learners shall not exceed in any calendar month 5% of the total number of all employees of each employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on piecework performance. The minimum rates of wages provided in this Article shall apply to all persons employed in cities of 200,000 and over. They shall apply in all other localities unless the Administrators or his representatives shall fix a lower rate for particular localities.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

FINISHING

See Mounting and Finishing Industry.

FINISHES

See Shoe and Leather Finishes and Cements Manufacturing Industry.

FIRE INSURANCE

See Mutual Insurance.

CODE No. 1730-02

RELEASE No. 612-S

FIRE UNDERWRITERS

For Paragraph 2 of President's Agreement

Article III—a and b.—Employees (other than outside representatives, consisting of adjusters, appraisers, collectors, investigators, inspectors, service engineers, special agents, solicitors, raters, and patrol or salvage corps operators cooperating with Municipal

Fire Departments) shall not be employed for more than 40 hours per week, nor more than 8 hours per day. The excepted classes shall not total more than 25% of all employees in each establishment. The hours restrictions shall not apply in case of conflagrations or disasters where necessary services will be impeded.

CODE No. 1021-07

RELEASE No. 467-A

FLAT GLASS DISTRIBUTING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article IV, Section 4, Paragraph (a)

Employees (other than factory or mechanical workers, artisans, outside salesmen and watchmen) shall not be employed in any place or manner more than 40 hours per week, averaged over an 8 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any one week.

For Paragraph 3 of President's Agreement—Code Reference: Article IV, Section 4, Paragraphs (b), (c), (d)

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over an 8 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CODE No. 1021-1-06

RELEASE No. 612-Q

FLAT GLASS MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Section 5

Employees (other than factory or mechanical workers or artisans or outside salesmen or watchmen) shall not be employed for more than 40 hours per week averaged over a 1-month period; provided, however, that such employees shall not be employed for more than 48 hours in any week.

For Paragraph 3 of President's Agreement—Code Reference: Section 5

Factory or mechanical workers, or artisans, shall not be employed for more than 36 hours per week except that in such operations of the Flat Glass Industry as are regarded as continuous they may be employed for not more than 42 hours per week averaged in each case over a 3 months' period; provided, however, that such employees may not be employed for more than 48 hours in any week nor more than 8 hours in any day. Continuous operations consist of melting the raw materials, withdrawing the molten glass from the tanks, and forming the same by machine operation into sheets or plates prepared to be thereafter handled and worked on in the section of the plant devoted to noncontinuous operations. Female employees shall not be employed more than 36 hours per week nor more than 8 hours per day.

For Paragraph 6 of President's Agreement—Code Reference: Section 4

Factory or mechanical workers or artisans engaged in continuous processes in the Flat Glass Industry shall receive not less than 40 cents per hour in the Northern section of the United States, nor less than 35 cents per hour in the Southern section of the United States. Male factory or mechanical workers or artisans engaged in any process except continuous processes shall receive not less than 40 cents per hour in the Northern section of the United States nor less than 35 cents per hour in the Southern section of the United States. Female employees engaged in any process except continuous processes shall receive not less than 36 cents per hour in the Northern section of the United States nor less than 31 cents per hour in the Southern section of the United States; provided, however, that where female employees do substantially the same work or perform substantially the same duty as men employees and are available for similar working hours they shall receive the same rate of pay as men employees receive for doing such work or performing such duties. The Southern section of the United States is defined as follows: Virginia, North Carolina, South Carolina, Georgia, Florida, Alabama, Louisiana, Mississippi, Tennessee, Arkansas, Oklahoma, and Missouri. The minimum rate of pay herein prescribed establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

FLAVORING

See Fruit and Flowering Syrup Manufacturing Industry.

See Soda Water Flavoring Manufacturing Industry.

CODE No. 112-1-01

RELEASE No. 467-B

FLAVORING EXTRACT INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article IV, Section 3

Factory or mechanical workers or artisans shall not be employed more than a maximum of 40 hours per week, or more than 8 hours per day.

There shall be no limitation on the maximum number of hours for which watchmen may be employed.

For Paragraph 6 of President's Agreement—Code Reference: Article IV, Section 4

Factory or mechanical workers or artisans shall be paid not less than 40¢ per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case not to pay less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour.

Apprentices shall not exceed 5% of the total number of employees of each employer, and further shall be paid during the period of apprenticeship not less than 80% of the above minimum wages.

The minimum rate of pay herein prescribed establishes a guaranteed minimum rate of pay regardless of whether the employee is

compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 1042-1-02

RELEASE No. 795-G

FLOOR AND WALL CLAY TILE MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article V

Employees (other than factory or mechanical workers or artisans, watchmen and outside salesmen) shall not be employed for more than 40 hours per week, averaged over a one month period; provided that such employees shall not be employed for more than 48 hours in any week. Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first 6 months of 1933.

For Paragraph 3 of President's Agreement—Code Reference: Article V

Factory or mechanical workers or artisans (other than power engineers, kiln burners, gas producer men and boiler firemen) shall not be employed for more than 40 hours per week, nor more than 8 hours per day. Power engineers, kiln burners, gas producer men and boiler firemen shall not be employed for more than 42 hours per week, nor more than 8 hours per day.

For Paragraph 6 of President's Agreement—Code Reference: Article V

Factory or mechanical workers or artisans shall not be paid less than 40 cents per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case they shall be paid not less than the hourly rate on July 15, 1929, and in no even less than 30 cents per hour. Learners or apprentices during one 60 day period of apprenticeship may be paid not less than 80% of the minimum wage and they shall comprise, when more than one, not more than 5% of the total number of employees of each employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 1622-05

RELEASE No. 1164-A

FLORISTS' EQUIPMENT

For Paragraph 2 of President's Agreement—Code Reference

Establishments in the Florists' Industry may elect to operate upon one of the following schedules of store-hours and hours of labor:

Group A.—Any retail or wholesale florist establishment may elect to remain open for business less than fifty-six hours but not less than fifty-two hours per week, unless its store-hours were less than fifty-two hours prior to June 1, 1933, in which case such establishment

shall not reduce its store-hours; no employee of these establishments (other than factory or mechanical workers or artisans) shall work more than forty hours per week, nor more than eight hours per day.

Group B.—Any retail or wholesale florist establishment may elect to remain open for business fifty-six hours or more per week but less than sixty-three hours per week; no employee of such establishment (other than factory or mechanical workers or artisans) shall work more than forty-four hours per week, nor more than nine hours per day.

Group C.—Any retail or wholesale florist establishment may elect to remain open for business sixty-three hours or more per week; no employee of such establishment (other than factory or mechanical workers or artisans) shall work more than forty-eight hours per week, nor more than ten hours per day.

The maximum hour provision is not to apply to outside salesmen not having delivery duties.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 3 of the President's Agreement

Factory or mechanical workers or artisans shall not be employed more than 48 hours per week, nor more than 10 hours per day.

For Paragraph 5 of President's Agreement—Code Reference

No employees shall be paid less than \$15 per week in any city of over 500,000 population, or in the immediate trade area of such city; nor less than \$14.50 per week in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$14 per week in any city of between 2,500 and 250,000 population, or in the immediate trade area of such city; and in towns of less than 2,500 population all wages shall be increased by not less than 20%, provided that this shall not require wages in excess of \$12 per week; and, provided, further, that learners or apprentices during one 60-day period of apprenticeship may be paid not less than 80% of the minimum wage and they shall comprise, when more than one, not more than 5% of the total number of employees in each establishment.

For Paragraphs 2, 3, and 5 of the P.R.A.

FLOUR

See Wheat Flour Milling Industry.

CODE No. 118-01

RELEASE No. 517-S

FLOUR DISTRIBUTING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference

Employees (other than factory or mechanical workers or artisans, outside salesmen, and watchmen) shall not be employed for more than a 48-hour week, nor more than 8 hours per day, provided that on a day preceding a legal holiday, the maximum shall be ten (10)

hours per day. The hours of any store or service operation shall not be reduced to below 52 hours in any one week unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case, such hours shall not be reduced at all.

For Paragraph 2 of the President's Reemployment Agreement

CODE No. 133-1-03

RELEASE No. 180-C

FLUID MILK INDUSTRY

1. After August 31, 1933, not to employ any person under 16 years of age, except that persons between 14 and 16 may be employed (but not in manufacturing or mechanical processes) for not to exceed 3 hours per day, and those hours between 7 a.m. and 7 p.m. in such work as will not interfere with hours of day school.

2. Not to work any accounting, clerical, cashier, office help in any store, office, or department, or any other place, or manner, for more than 40 hours in any one week, subject to 10% tolerance monthly.

3. Not to employ any factory or pasteurizing plant workers, including artisans and mechanical workers employed in the operation and maintenance of the equipment of said factories and pasteurizing plants, and includes all other classes of inside and outside employees (with the exception of outside route salesmen and managerial forces) more than a maximum week of 48 hours, except in case of an emergency beyond control of the management.

It is agreed that route salesmen in no case are to work more than 6 days a week except in an emergency beyond control of the management. Four consecutive days off in any 4 weeks' period may be used in lieu of one day weekly.

4. The maximum hours fixed in the foregoing paragraphs (2) and (3) shall not apply to employees in establishments employing not more than 6 persons, exclusive of plant superintendents, in towns of less than 2,500 population which towns are not part of a larger trade area; nor to employees in a managerial, supervisory, or executive capacity who receive more than \$35.00 per week nor to employees on emergency, maintenance, or repair work; nor to very special cases where restrictions of hours of highly skilled workers on continuous processes would unavoidably reduce production. Population for the purposes of this agreement shall be determined by reference to 1930 census.

7. Not to reduce the compensation for employment now in excess of the minimum wages hereby agreed to (notwithstanding that the hours worked in such employment may be hereby reduced), subject to equitable readjustments of higher rates of pay on the basis of consideration of the varying circumstances and conditions as may obtain in the various milk marketing areas.

9. To abide by Marketing Agreements with the Agricultural Adjustment Administration. This effectuates the declared policy of Par. (9) in P.R.A.

10. To support and patronize establishments which are listed as members of the N.R.A. (National Recovery Administration).

11. Same as P.R.A.

11A. This agreement is in all respects subject to (1) the provisions of the Agricultural Adjustment Act and (2) the Executive Order dated June 26, 1933, by which the President delegated to the Secretary of Agriculture certain of his powers and functions under the National Industrial Recovery Act.

13. Same as in P.R.A.

14. It is agreed that any person who wishes to do his part in the President's reemployment drive by signing this agreement but who asserts that some particular provision hereof, because of peculiar circumstances, will create great and unavoidable hardship, may obtain the benefits hereof by signing this agreement and putting it into effect and then, in a petition approved by a representative trade association of his industry, or other representative organization designated by N.R.A., may apply for a stay of such provision pending a summary investigation by N.R.A., if he agrees in such application to abide by the decision of such investigation. This agreement is entered into pursuant to Section 4 (a) of the National Industrial Recovery Act and subject to all the terms and conditions required by Sections 7 (a) and 10 (b) of that act.

For Paragraphs 1, 2, 3, 4, 7, 9, 10, and 11A of the P.R.A.

CODE No. 407-07

RELEASE No. 726-C

FLUTED CUP, PAN LINER, AND LACE PAPER MANUFACTURING INDUSTRY

**For Paragraph 3 of President's Agreement—Code Reference: Article III,
Section 1, Paragraph (c)**

No factory or mechanical worker or artisan (except engineers, firemen, electricians, and repair and maintenance crews) shall be employed more than a maximum week of 40 hours, averaged over a two months' period; provided, however, that such employees shall not be employed more than 48 hours in any week nor more than 8 hours in any day. Firemen, engineers, electricians, and repair and maintenance crews shall be allowed a tolerance of 10%, based upon the maximum herein prescribed. No limitation of hours of labor shall apply to watchmen.

**For Paragraph 6 of President's Agreement—Code Reference: Article IV,
Paragraphs 1, 2, 3**

No employee in this industry shall receive less than 40¢ per hour; provided, however, that if the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour this latter rate may be paid, but in no event less than 30¢ per hour. Apprentices shall not receive less than 80% of the minimum wage herein prescribed for a period of apprenticeship not to exceed 60 days, and this class of employee shall not exceed 5% of the total employees in any plant. This paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 406-1-09

RELEASE No. 566-A

FOLDING PAPER BOX MANUFACTURING INDUSTRYFor Paragraph 2 of the President's Agreement—Code Reference: Article V,
Section 5

Employees (other than factory or mechanical workers or artisans and truck drivers) shall not be employed for more than 40 hours per week; provided, however, that in the case of truck drivers they may be employed for not more than a 40-hour week averaged over a two months' period; and provided further, that such employee may be employed for not more than 48 hours per week, and the hours worked over 40 hours per week shall be considered overtime.

For Paragraph 3 of the President's Agreement—Code Reference: Article V,
Section 5

No factory or mechanical worker or artisan (except engineers, watchmen, and firemen) shall be employed for more than a 40-hour week, averaged over a thirteen-week period; provided, however, that such employees may be employed not more than a maximum of 48 hours per week, and hours worked over 40 per week shall be considered overtime; and provided further, that these employees may be employed extra in cleaning and maintenance of plant and/or equipment not in operation, which work cannot be performed during regular working hours; but all work in excess of 40 hours per week shall be considered overtime. No engineer, watchmen, or firemen shall be employed more than a maximum week of 42 hours.

For Paragraph 6 of the President's Agreement—Code Reference: Article V,
Section 4

Factory or mechanical workers or artisans shall be paid not less than 40¢ per hour unless the rate for the same class of work on July 15, 1929, was less than 40¢ per hour, and in the latter case such employees shall be paid not less than the rate on July 15, 1929; but in no case shall the minimum rate be less than 32½¢ per hour in the North and 30¢ per hour in the South. All overtime shall be at the rate of time and one third. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on a basis of a time rate or on piecework performance. The "Southern Section" shall be interpreted as defined in the Constitution and Bylaws of the Folding Paper Box Association of America.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

FOIL*See Aluminum Industry.*

CODE No. 199-10

RELEASE No. 159

FOOD AND GROCERY DISTRIBUTING INDUSTRY

SECTION 1. All employees of food and grocery distributors shall have the right to organize and bargain collectively through representatives of their own choosing, and shall be free from interfer-

ence, restraint, or coercion of employers of labor, of their agents in the designation of such representatives, or in self-organization, or in other concerted activities for the purpose of collective bargaining, or other mutual aid or protection.

SEC. 2. No employees and no one seeking employment in the food and grocery distributing trade shall be required as a condition of employment to join any company union or to refrain from joining a labor organization of his own choosing.

SEC. 3. All members of the food and grocery distributing trade shall comply with the maximum hours of labor and minimum rates of pay herein set forth.

ARTICLE VI

SECTION 1. The maximum hours of labor shall be 48 hours per week, and no one shall be employed more than 8 hours in any 24-hour period, excepting on the day preceding a legal holiday and on an additional 12 days (when the maximum hours in any one day shall not exceed 10 hours) in any six months' period.

SEC. 2. The minimum hours of any store or service operation shall be 52 hours per week; providing, however, that where store or service operations were less than 52 hours per week before July 1, 1933, this minimum requirement shall not apply nor shall such hours be reduced.

SEC. 3. The maximum hours fixed in the foregoing paragraphs shall not apply to employees in establishments employing not more than two persons in towns of less than 2,500 population, which towns are not a part of a larger trade area, nor to employees in managerial or executive capacity who now receive more than \$35.00 per week, nor to outside salesmen or delivery men, nor to employees on emergency maintenance and repair work, nor to very special cases where restrictions of hours would unavoidably reduce production, but in any such special case at least time and one third shall be paid for hours worked in excess of the maximum.

SEC. 4. The minimum wage for all classes of employees shall be as follows:

Not less than—

(a) \$15 per week in any city of over 500,000 population, or in the immediate trade area thereof.

Nor less than—

(b) \$14.50 per week in any city of between 250,000 and 500,000 population, or in the immediate trade area thereof.

Nor less than—

(c) \$14.00 per week in any city of between 2,500 and 250,000 population, or in the immediate trade area thereof.

(d) Employees with less than six (6) months' experience in this trade may be paid \$1.00 per week less than wages hereinbefore prescribed.

(e) The minimum wages which shall be paid by employers in this trade to any employees shall be at the rate of \$1.00 per week less in the southern section of the trade than the rates specified in paragraphs a, b, and c, and d hereabove.

The south is defined as the following states: Virginia, West Virginia, North Carolina, South Carolina, Georgia, Kentucky, Tennes-

see, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, Texas, Maryland, and the District of Columbia.

(f) In towns of less than 2,500 population all wages shall be increased by not less than 20%, provided that this shall not require wages in excess of \$12.00 per week.

(g) Population for the purposes of this Code shall be determined by reference to the 1930 Federal census.

(h) Not to reduce the compensation for employment now in excess of the minimum wages hereby agreed to (notwithstanding that the hours worked in such employment may be hereby reduced) and to increase the pay for such employment by an equitable adjustment of all pay schedules.

ARTICLE V

This agreement in all respects subject to (1) the provisions of the Agricultural Adjustment Act and (2) the Executive Order dated June 26, 1933, by which the President delegated to the Secretary of Agriculture certain of his powers and functions under the National Industrial Recovery Act.

For Paragraphs 2, 3, 4, and 5 of the President's Reemployment Agreement

CODE No. 199-08

RELEASE No. 517-H

FOOD DESSERTS INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article 6

No factory or mechanical workers or artisans (except executive or managerial employees now receiving \$35.00 per week or more, scientific workers, research workers, night watchmen, and outside sales people) shall be employed for more than a 40-hour week nor more than 8 hours in any one day; provided that, however, in the case of employees engaged in emergency or necessary repair or maintenance work, there shall be allowed a tolerance of 10% in excess of maximum working hours.

For Paragraph 6 of President's Agreement—Code Reference: Article 7 (1)

No factory or mechanical workers or artisans shall be paid less than 37½¢ per hour for male employees and 30¢ per hour for female employees; provided, however, that where female employees do substantially the same work or perform substantially the same duties as male employees they shall receive the same pay for doing such work or performing such duties. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 407-1-04

RELEASE No. 749-D

FOOD DISH AND PAPER PLATE MANUFACTURING INDUSTRY

For Paragraph 2 of P.R.A.—Article IV, Section 5

Employees (other than factory or mechanical workers or artisans, watchmen and outside salesmen) shall not be employed for more

than 40 hours per week. Watchmen shall not be employed in excess of the average number of hours such employees were employed in the first six months of 1933.

For Paragraph 3 of P.R.A.—Article IV, Section 5

Factory or mechanical workers or artisans (other than electricians, firemen, engineers, drivers, maintenance and repair crews) shall not be employed for more than 40 hours per week, nor more than 8 hours per day. In the case of electricians, firemen, engineers, maintenance and repair crews there shall be allowed a tolerance of 10%. Drivers shall not be employed for more than 48 hours per week.

FORGINGS

See Aluminum Industry.
See Drop Forging Manufacturing Industry.
See Heavy Forging Manufacturing Industry.

FORWARDING

See Domestic Freight Forwarding Industry.
See Hauling for Carloading and Forwarding Companies.

FOUNDRIES

See Gray Iron Foundry Industry.
See Nonferrous Foundry Castings Industry.

FITTINGS

See Business Furniture, Equipment, and Supply Industry.

FREIGHT

See Domestic Freight Forwarding Industry.

FRUITS

See Glace Fruit and Maraschino Cherry Industry.
See Pacific Coast Dried Fruit Industry.
See Retail Fruits and Vegetables.

CODE No. 112-1-01

RELEASE No. 800-I

FRUIT AND FLAVORING SYRUPS MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Section 4, Article 4

Factory or mechanical workers, or artisans, may not be employed for more than 40 hours in any one week. The hours of any store

or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case not to reduce such hours at all.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 307-1-01

RELEASE No. 490-H

FUNERAL SUPPLY MERCHANTS INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article IV, Section 3

Employees (other than factory or mechanical workers or artisans) shall not be employed more than 40 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Article IV, Section 3

No factory or mechanical worker or artisan (except as provided below) shall be employed for more than a 40-hour week averaged over a six-week period and not more than 8 hours in any one day; Provided, however, that the employees listed below may be employed more than 8 hours per day if they are paid time and one-third for all hours worked in excess of 9 hours in any one day and in excess of 16 hours worked in any two successive days. This latter provision shall apply only to 10% of the employees in an establishment employing 200 or more; 15% of the employees in an establishment employing from 100 to 200; 20% of the employees in an establishment employing from 50 to 100, and not more than 10 employees in establishments employing less than 50.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

FURNITURE

See Business Furniture, Equipment & Supply Industry.

CODE No. 312-1-10

RELEASE No. 410-B

FURNITURE MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Section II

Employees (except factory or mechanical workers, artisans, outside and traveling salesmen, and watchmen) shall not be employed in any place or manner more than 40 hours per week, averaged over a 60-day period.

For Paragraph 3 of President's Agreement—Code Reference: Section II

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours; provided, however, that during a seasonal peak, not to extend beyond January 1, 1934, such employee shall not be employed more than a maximum week of 45 hours for a period not to exceed six weeks; nor more than 8 hours in any one day. Firemen, engineers, truck drivers, and shipping crews shall be allowed a tolerance of 10% based upon the maximum herein prescribed.

**For Paragraph 6 of President's Agreement—Code Reference: Section III,
Paragraphs (a), (b), (c)**

Employees in this industry shall not receive less than 34 cents per hour; provided, however, that employees whose place of employment is located in Virginia, North Carolina, South Carolina, Kentucky, Tennessee, Georgia, Florida, Alabama, Mississippi, Louisiana, Arkansas, and Texas shall not receive less than 30 cents per hour. Apprentices shall receive not less than 80% of the minimum herein prescribed during such period of apprenticeship and this class shall not exceed 5% of the total number of employees for each employer.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 1624-3-01

RELEASE No. 565-G

FURRIERS' SUPPLY INDUSTRY

**For Paragraph 6 of President's Agreement—Code Reference: Paragraph
marked "Minimum Wages"**

Factory or mechanical workers or artisans shall not receive less than 40 cents per hour unless the hourly rates for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case such employees shall not receive less than the hourly rates on July 15, 1929, and in no event less than 30 cents per hour.

Errand boys shall not receive less than \$13 per week.

The minimum rate of pay herein prescribed establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time or on a piecework performance.

For Paragraph 6 of the President's Reemployment Agreement

CODE No. 271-1-01

RELEASE No. 300-J

**GARTER, SUSPENDER, AND BELT MANUFACTURING
INDUSTRY**

For Paragraph 3 of President's Agreement—Code Reference

SECTION 4

2. *Maximum Hours.*—(A) No factory, mechanical worker, or artisan, shall be employed more than a maximum week of forty (40) hours; nor shall such employees be employed more than eight (8) hours in any one day, except that in the case of repair crews, engineers, firemen, electricians, stock and shipping clerks, there shall be allowed a tolerance of 10%.

(B) Maximum hours limitation shall not apply to watchmen or cleaners.

For Paragraph 6 of President's Agreement—Code Reference

3. *Minimum Wages.*—(A) Factory or mechanical workers or artisans shall be paid not less than forty (40¢) cents per hour, or at the rate of \$16.00 for a forty-hour week; provided, however, that male wage earners between 16 and 18 years of age, and female wage earners shall be paid not less than 32½¢ per hour, or at the rate of \$13.00 for a forty (40) hour week: Provided, however

(B) That where, in any case, women do substantially the same work, or perform substantially the same duties as men they shall receive the same rate of wages as men receive for doing such work, or performing such duty.

(C) It is agreed that this paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on a basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

GAS

See Natural Gas Industry.

See Oxy-Acetylene Manufacturing Industry.

CODE NO. 1129-1-11

RELEASE NO. 342-A

GAS APPLIANCES MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article III, Section 2

Employees (other than factory, or mechanical workers, or artisans) shall not be employed for more than a 40-hour week, averaged over an 8-weeks' period; provided, however, that such employees shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day.

(There shall be no limitation on the maximum number of hours for which watchmen may be employed. Provided, however, that their hours shall not be extended over those in effect during the first 6 months of 1933.)

For Paragraph 3 of President's Agreement—Code Reference: Article III, Section 2

No factory or mechanical worker or artisan shall be employed for more than a 40-hour week, averaged over an 8-weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Article III, Section 1

No factory or mechanical worker or artisan shall be paid less than 35¢ per hour, unless the rate on July 15, 1929, was lower, in which case the July 1929 rate may be paid; provided, however, that in no case may a rate lower than 30¢ per hour be paid; provided further, however, that where women employees do substantially the same work or perform substantially the same duties as men employees they shall be paid the same rate of pay as men employees are paid for doing such work or performing such duties; and provided further that learners, during one period of 60 days, shall be paid not less than 80% of the minimum wage, and shall not exceed in number 5% of the total number of employees. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on a basis of a time rate or on piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

Code No. 1335-05

RELEASE No. 565-N

GAS COCK INDUSTRY**For Paragraph 2 of the President's Agreement—Code Reference: Article III,
Section 2**

Employees (other than factory, or mechanical workers, or artisans) shall not be employed for more than a 40-hour week, averaged over an 8 weeks' period; provided, however, that such employees may be employed for not more than 48 hours in any week, nor more than 8 hours in any one day.

**For Paragraph 3 of the President's Agreement—Code Reference: Article III,
Section 2**

No factory or mechanical worker, or artisan shall be employed for more than a 40-hour week, averaged over an 8 weeks' period; provided, however, that such employee may be employed for not more than 48 hours in any week, nor more than 8 hours in any one day.

**For Paragraph 6 of President's Agreement—Code Reference: Article III,
Section 1**

No factory or mechanical worker, or artisan, shall be paid less than 35¢ per hour, unless the rate on July 15, 1929, was lower, in which case the July 1929 rate may be paid; provided, however, that in no case may a rate lower than 30¢ per hour be paid; provided, further, however, that where women employees do substantially the same work, or perform substantially the same work, or perform substantially the same duties as men employees they shall be paid the same rate of pay as men employees are paid for doing such work, or performing such duties; and provided, further, that learners, during one period of 60 days, shall be paid not less than 80% of the minimum wage, and shall not exceed in number 5% of the total number of employees. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on a basis of a time rate, or on piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

Code No. 1741-1-01

RELEASE No. 204-A

GAS OPERATING UTILITY

(A) No employee shall work for more than an average of 40 hours per week during any six weeks' period, except those specified in Paragraph (B).

(B) Load dispatchers, emergency maintenance and repair employees, gas-works production and gas-distribution operators, their attendants, crews, and helpers, if highly trained and not readily replaceable, whose duties must be continuously performed in order to render the public a safe and continuous service, may be employed not in excess of 48 hours per week, so long as other competent employees are not readily available for such work, and in emergencies such employees may work more than 48 hours per week, for six consecutive weeks. All employers subject to this code shall proceed with the training of additional employees as rapidly as is consistent with the rendition of safe and continuous service, so that by March 1,

1934, as many employees as possible may be reclassified under the 40 hours per week limitation; and report shall be made on said date of the extent of such reclassification to the National Recovery Administration.

(C) The maximum hours fixed in the foregoing paragraphs shall not apply where not more than two persons are employed in communities of less than 2,500 population, which communities are not part of a large trade area; nor to employees engaged on emergency work; nor to outside salesmen; nor to employees in a managerial, executive, administrative, or supervisory capacity, who now receive more than \$35.00 a week. Population for the purposes of this agreement shall be determined by reference to the 1930 Federal Census.

(D) Employees shall be paid at the rate of:

(1) Not less than \$15 a week in any city of over 500,000 population or in the immediate trade area of such city;

(2) Not less than \$14.50 a week in any city between 250,000 and 500,000 population or in the immediate trade area of such city;

(3) Not less than \$14 a week in any city between 2,500 and 250,000 population or in the immediate trade area of such city, and

(4) In towns of less than 2,500 population all wages shall be increased by not less than 20 per cent, provided that this shall not require wages in excess of \$12 a week.

(5) This paragraph shall apply to all employees, except those covered by the provisions of the following paragraph (E).

(E) Employees of the classes who on July 1, 1933, were paid on an hourly rate shall be paid not less than 40¢ per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case the rate of pay shall not be less than the July 15, 1929, hourly rate of pay and, in any event, shall not be less than 30¢ per hour; provided, that learners may be paid not less than 80 per cent of the minimum wage rate provided in the above schedule, but the total number of learners shall not exceed 5 per cent of the total number of employees employed by any employer subject to this Code.

For the Following Paragraphs of the President's Reemployment Agreement, to wit, Paragraphs 2 to 7, Inclusive

CODE NO. 1149-1-05

RELEASE NO. 453-F

GENERAL TOOL AND IMPLEMENT MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article III, Subdivision D

Employees (other than factory or mechanical workers, or artisans, outside salesmen, and watchmen) shall not be employed in any place or manner for more than 40 hours per week, averaged over a two months' period; provided, however, that such employees shall not be employed more than 48 hours in any one week, nor more than eight hours in any one day. The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such

hours were less than 52 hours per week before July 1, 1933, and in the latter case not to reduce such hours at all.

For Paragraph 3 of the President's Agreement—Code Reference: Article III, Subdivision D

No factory or mechanical worker, or artisan shall be employed more than a maximum week of forty hours, averaged over a two months' period; provided, however, that in the case of firemen, there shall be allowed a tolerance of 10%; provided further that such employee shall not be employed more than 48 hours in any one week, nor more than eight hours in any one day.

For Paragraph 6 of the President's Agreement—Code Reference: Article III, Subdivision C

Male employees mentioned in Article III, Subdivision D shall not receive less than 35¢ per hour, and female employees shall not receive less than 30¢, unless the hourly rate for the same class of work on July 15, 1929, was less than the above minimum wage rate, in which latter case they shall receive not less than the hourly rate on July 15, 1929, and in no case less than 30¢ per hour; provided, however, that where women employees do substantially the same work or perform substantially the same duty as men employees they shall receive the same rate of pay as men employees receive for doing such work or performing such duties. Apprentices and learners shall be limited to 5% of the total number of employees of each employer in any calendar month, and shall be paid not less than 80% of the above minimum wages for a period not to exceed six weeks. It is agreed that this Paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

GINNING

See Cotton Ginning Industry.

CODE No. 114-21

RELEASE No. 660-B

GLACE FRUIT AND MARASCHINO CHERRY INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article IX

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week; provided, however, that during the period of August 15 to December 1, inclusive, such employees may be employed 48 hours per week.

Employees engaged wholly or partially in performing the functions of wholesale and retail distribution (not including those employees engaged in manufacturing or production operations) may be employed not more than 48 hours per week.

Power-plant employees and repairmen shall not be employed more than 44 hours per week.

Chauffeurs shall not be employed more than 48 hours per week.

The hours of labor herein prescribed shall not apply to technical persons who now receive more than \$35 per week.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 6 of President's Agreement—Code Reference: Article X

Male factory or mechanical workers or artisans shall not receive less than 40¢ per hour; female employees shall not receive less than 30¢ per hour; provided, however, that where female employees do substantially the same work or perform substantially the same duty as male employees they shall receive the same rate of pay as male employees receive for doing such work or performing such duties.

Apprentices are to be limited to one eight-weeks' period of apprenticeship, and shall not exceed 5% of the total number of employees and further shall be paid, during the period of apprenticeship, not less than 80% of the above minimum wages.

Piecework rates shall be such that at the average rate of performance pieceworkers shall not earn less than the minimum rate here above specified.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

GLASS

See Flat Glass Distributing Industry.

See Flat Glass Manufacturing Industry.

See Lighting Equipment Manufacturing Industry.

See Mirror Manufacturing Industry.

See Optical Wholesale Trade.

See Retail Optical Industry.

See Window Glass Manufacturing Industry.

CODE No. 1022-04

RELEASE No. 612-X

GLASSWARE MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article VI, Section 2

Employees (other than outside salesmen and watchmen) shall not be employed more than 40 hours per week averaged over one month's period; provided, however, that such employees shall not be employed more than 48 hours per week.

The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference: Article VI, Section 2

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week averaged over a six months' period; provided, however, that such employees shall not be employed more than 48 hours per week nor more than 8 hours per day; provided further, that in the case of furnacemen, gas makers, pot fillers, engineers, electricians, and repair crews shall be allowed a tolerance of 10%.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CODE No. 407-06

RELEASE No. 726-B

GLAZED AND FANCY PAPER MANUFACTURING INDUSTRY

For Paragraph 3 of P.R.A.

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, averaged over a 4 weeks' period; provided, however, that such employees shall not be employed more than 48 hours per week, nor more than 8 hours per day; provided, further, that in the case of engineers, firemen, electricians, repair, and maintenance crews there shall be allowed a tolerance of 10%. Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first 6 months of 1933.

GLOVES

See Leather and Woolen Knit Glove Manufacturing Industry.

GLYCERINE

See Soap and Glycerine Manufacturing Industry.

GRAIN

See Country Grain Elevator.

See Terminal Elevator Grain Industry.

CODE No. 122-04

RELEASE No. 532-B

GRAIN EXCHANGE INDUSTRY

For Paragraph 1 of President's Agreement—Code Reference: Article IV (a)

No employer shall employ any person under 16 years of age.

For Paragraph 2 of President's Agreement—Code Reference: Article IV
(b and d)

Employees (other than factory or mechanical workers or artisans, outside salesmen, and employees in a position of responsibility and now receiving more than \$35.00 per week) shall not be employed for more than a 40-hour week averaged over a 6 months' period. The hour provision shall not apply to accounting, clerical, or office staffs, grain inspectors, samplers, weighers, testers, or handlers during unpredictable emergencies affecting the Industry.

For Paragraph 3 of President's Agreement—Code Reference: Article IV
(c and d)

No factory or mechanical worker or artisan shall be employed for more than 42 hours per week averaged over a 6 months' period. This class of employee comprises not more than 1% of the total employees.

For Paragraph 5 of President's Agreement—Code Reference: Article IV (e and f)

Employees (other than factory or mechanical workers or artisans) shall be paid not less than \$15.00 per week. All employees except managers and executives shall, if employed for more than the maximum hours specified, be paid for all such excess time at the rate of time and one third.

For Paragraph 6 of President's Agreement—Code Reference: Article IV (e and f)

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour.

For Paragraphs 1, 2, 3, 5, 6 of the President's Reemployment Agreement

CODE No. 1111-04

RELEASE No. 1035-J

GRAY IRON FOUNDRY INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Paragraph 6

Employees (other than factory or mechanical workers or artisans, outside salesmen and watchmen) shall not be employed for more than 40 hours per week. Watchmen shall not be employed for more than the average number of hours such employees were employed during the first 6 months of 1933.

For Paragraph 3 of the President's Agreement—Code Reference: Paragraph 6

Factory or mechanical workers or artisans shall not be employed for more than 40 hours per week.

GRINDING

See: Feldspar Grinding Industry.

CODE No. 1001-03

RELEASE No. 612-K

GRINDING WHEEL MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Section VI

No factory or mechanical worker or artisan (except watchmen) shall be employed more than a maximum week of 40 hours, averaged over an 8 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any week, nor more than 8 hours in any day.

For Paragraph 6 of President's Agreement—Code Reference: Section V, Paragraphs (b) and (c)

Employees in this industry shall not receive less than 36 cents per hour; provided, however, that if a lower rate for the same class of work was paid on July 15, 1929, such latter rate may be paid but they shall in no event be paid less than 30 cents per hour. Apprentices shall receive not less than 80% of the minimum herein prescribed, for a period not to exceed 60 days, and this class of employee shall not exceed 5% of the employees in any plant. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

GROCERIES

See Food and Grocery Distributing Industry.

GUM

See Chewing Gum Manufacturing Industry.

CODE No. 404-09

RELEASE No. 686-J

GUMMED LABEL AND EMBOSSED SEAL MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III

No factory or mechanical worker or artisan shall be employed for more than 40 hours per week, averaged over a one month's period; provided, however, that such employees shall not be employed for more than 48 hours in any week, nor more than 8 hours in any one day and provided, further, that in the case of engineers, firemen, and repairmen there shall be allowed a tolerance of 10%. Time and one third shall be paid for hours worked in excess of 40 in any one week or 8 in any one day.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 404-08

RELEASE No. 686-I

GUMMING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III

No factory or mechanical worker or artisan shall be employed for more than 40 hours per week, averaged over a one month's period: provided, however, that such employees shall not be employed for more than 48 hours in any week, nor more than 8 hours in any one day and provided, further, that in the case of engineers, firemen and repairmen there shall be allowed a tolerance of 10%. Time and one third shall be paid for hours worked in excess of 40 in any one week or 8 in any one day.

For Paragraph 3 of the President's Reemployment Agreement

HAIR

See Curled Hair Industry.

CODE No. 232-1-03

RELEASE No. 323-D

HAIR AND JUTE FELT MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article VI (a)

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over an 8 weeks' period; provided, however, that such employee shall not be employed

more than 48 hours in any one week nor more than 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Article VII

Employees mentioned in Article VI (a) engaged in factory, mechanical, or artisan work shall not receive less than 35¢ per hour. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate of a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

HAIRPINS

See Bobbed and Regular Hairpin Industry.

HAMMERS

See General Tool and Implement Manufacturing Industry.

CODE No. 1107-1-01

RELEASE No. 453-E

HAND CHAIN HOIST INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Section I, Article I

“No factory or mechanical workers or artisans shall be employed more than a maximum of forty (40) hours per week, nor more than eight (8) hours in any one day.”

For Paragraph 6 of President's Agreement—Code Reference: Section I, Article I

“Factory or mechanical workers or artisans shall be paid not less than forty (40) cents per hour for male workers, and thirty (30) cents per hour for female workers; provided, however, that where female workers do substantially the same work or perform substantially the same duties as male workers, they shall receive the same rate of pay as male workers receive for doing such work or performing such duties; provided further, that learners, during a six weeks' period, shall be paid not less than 80 percent of the male rates, and they shall not constitute more than 10 percent of the total number of employees.” The minimum rate of pay herein prescribed establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

HARDWARE

See Wholesale Hardware Trade.

CODE No. 233-02

RELEASE No. 686-C

HAT MANUFACTURING INDUSTRY**For Paragraph 3 of President's Agreement—Code Reference: Section 4**

No factory or mechanical worker or artisan shall be employed more than 40 hours per week.

For Paragraph 3 of the President's Reemployment Agreement

HATCHERIES

See Baby Chick Hatchery Industry.

HATCHETS

See General Tool and Implement Manufacturing Industry.

CODE No. 1411-27

RELEASE No. 795-E

HAULING FOR CARLOADING AND FORWARDING COMPANIES

For Paragraph 2 of P.R.A.

The hour provisions shall not apply to employees in a managerial capacity receiving more than \$35 per week, nor to employees on emergency maintenance or emergency repair work, outside salesmen or solicitors, watchmen, or station managers. Clerical and office employees shall be employed for not more than 40 hours per week. Drivers, helpers, and dispatchers shall be employed for not more than 48 hours per week, averaged over a 3 months' period; provided, however, that on intercity or line hauls the operator may elect an hourly basis or the following mileage ratios:

720 miles of travel for a tractor, semitrailer, and extra trailer;

960 miles for tractor and semitrailer or truck trailer;

1,060 miles for truck;

each respectively, shall equal 48 hours of labor. Such mileage basis shall not exceed the maximum of 48 hours per week averaged over a 3 months' period.

HEATERS

See Gas Appliances Manufacturing Industry.

CODE No. 1110-01

RELEASE No. 589-B

HEAVY FORGING MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article IV, Section 2

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, averaged over a six months' period;

provided, however, that such employees shall not be employed more than 48 hours in any week, nor more than 8 hours per day.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

**For Paragraph 6 of President's Agreement—Code Reference: Article IV,
Section 4**

Factory or mechanical workers or artisans shall not receive less than the following rates for the districts listed below:

	<i>Cents per hour</i>
1. Eastern District.....	35
2. Johnstown District.....	37
3. Pittsburgh District.....	40
4. Youngstown Valley District.....	40
5. North Ohio River District.....	40
6. Canton, Massillon and Mansfield District.....	37
7. Cleveland District.....	40
8. Buffalo District.....	38
9. Detroit-Toledo District.....	40
10. South Ohio River District.....	37
11. Indiana-Illinois-St. Louis District.....	37
12. Chicago District.....	40
13. Southern District.....	25
14. Birmingham District.....	27
15. Kansas City District.....	35
16. Duluth District.....	37
17. Colorado District.....	40
18. Utah District.....	39
19. Seattle District.....	38
20. San Francisco District.....	37
21. Los Angeles District.....	35

The above districts are defined as follows:

1. *Eastern District.*—Comprises that part of the United States which is north of the State of Virginia and east of a line drawn north and south through the most easterly point of Altoona, Pennsylvania; that part of the State of Maryland which is west of such line; and the Counties of Monongalia, Marion, and Harrison in the State of West Virginia.

2. *Johnstown District.*—Comprises Cambria County and the City of Altoona in the State of Pennsylvania.

3. *Pittsburgh District.*—Comprises the Counties of Westmoreland, Fayette, Greene, Washington, Allegheny, Beaver, Butler, Armstrong, and Jefferson and that part of the County of Clearfield which is west of a line drawn north and south through the most easterly point of Altoona, all in the State of Pennsylvania.

4. *Youngstown Valley District.*—Comprises the Counties of Lawrence, Mercer, and Venango in the State of Pennsylvania and the Counties of Trumbull, Mahoning, and Columbiana in the State of Ohio.

5. *North Ohio River District.*—Comprises the cities along the Ohio River north of the City of Parkersburg, West Virginia, and the Counties of Belmont, and Jefferson in the State of Ohio, and the Counties of Marshall, Ohio, Brook, and Hancock in the State of West Virginia.

6. *Canton, Massillon and Mansfield District.*—Comprises the Counties of Stark, Tuscarawas, Summit, and Richland in the State of Ohio.

7. *Cleveland District*.—Comprises the Counties of Ashtabula, Lake, Cuyahoga, and Lorain in the State of Ohio.

8. *Buffalo District*.—Comprises that part of the State of New York west of a line drawn north and south through the most easterly point of Altoona, Pennsylvania, and Erie County in that State.

9. *Detroit-Toledo District*.—Comprises the Counties of Seneca and Lucas in the State of Ohio, and the Counties of Monroe, Lenawee, Jackson, Wayne, Oakland, Macomb, and Washtenaw in the State of Michigan.

10. *South Ohio River District*.—Comprises the State of Kentucky, the City of Parkersburg, West Virginia, the cities along the Ohio River south of said City, the Counties of Guernsey, Muskingum, Jackson, and Butler in the State of Ohio, and the County of Wood in the State of West Virginia.

11. *Indiana-Illinois-St. Louis District*.—Comprises all the State of Indiana, except the County of Lake; all of the State of Illinois, except the Counties of Lake and Du Page and the Chicago Switching District; the City of St. Louis and the County of St. Louis in the State of Missouri; and the County of Rock in the State of Wisconsin.

12. *Chicago District*.—Comprises the Chicago Switching District; the Counties of Lake and Du Page in the State of Illinois; the County of Lake in the State of Indiana; and the Counties of Kenosha, Racine, and Milwaukee in the State of Wisconsin.

13. *Southern District*.—Comprises all that part of the United States south of the States of Maryland, West Virginia, Kentucky, and Missouri, and the States of Texas and Oklahoma, but does not include the County of Jefferson in the State of Alabama.

14. *Birmingham District*.—Comprises the County of Jefferson in the State of Alabama.

15. *Kansas City District*.—Comprises the County of Jackson in the State of Missouri.

16. *Duluth District*.—Comprises the County of St. Louis in the State of Minnesota.

17. *Colorado District*.—Comprises the State of Colorado.

18. *Utah District*.—Comprises the State of Utah.

19. *Seattle District*.—Comprises the County of King in the State of Washington and the County of Multnomah in the State of Oregon.

20. *San Francisco District*.—Comprises the Counties of San Mateo, Alameda, Sacramento, and Contra Costa in the State of California.

21. *Los Angeles District*.—Comprises the County of Los Angeles in the State of California.

HEELS

See Wood Heel Manufacturing Industry.

CODE No. 1399-27

RELEASE No. 660-H

HIDE AND LEATHER WORKING MACHINE INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article IV

Employees (other than factory or mechanical workers or artisans, watchmen, outside salesmen, outside service and repair men) shall

not be employed for more than 40 hours per week; provided, however, that in the case of outside service and outside repair men that such employees may be employed 48 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Article IV

No factory or mechanical worker or artisan shall be employed for more than 40 hours per week nor more than 8 hours in any one day. In the case of engineers, firemen, electricians, and repair men there shall be allowed a tolerance of 10%.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

HOISTS

See Hand Chain Hoist Industry.

HOTELS

See Restaurant Industry.

HOUSEWRECKING

See Metropolitan N.Y. Housewrecking Industry.

CODE No. 127-1-02

RELEASE No. 180-B

ICE CREAM MANUFACTURING INDUSTRY

2. Not to work any accounting, clerical, cashier, office help in any store, office, or department, or any other place, or manner, for more than 40 hours in any one week, with a 10% tolerance per month.

3. Not to employ Ice Cream plant workers, including artisans and mechanical workers employed in the operation and maintenance of the equipment of said Ice Cream plant, more than a maximum week of 48 hours from May 1 to September 30, both inclusive, or more than a maximum week of 40 hours from October 1 to April 30, both inclusive, except in case of an emergency, beyond the control of the management.

4. The maximum hours fixed in the foregoing paragraphs (2) and (3) shall not apply to route salesmen or other outside salesmen, except that this class of labor shall not be employed over six days a week, nor to employees in any managerial, supervisory, or executive capacity, nor to employees who now receive more than \$35.00 per week, nor to laboratory technicians or other professional persons employed in their profession, nor to employees on emergency, maintenance, or repair work; nor to very special cases where restrictions of hours of highly skilled workers on continuous processes would unavoidably reduce production.

7. Not to reduce the compensation for employment now in excess of the minimum wages hereby agreed to (notwithstanding that the hours worked in such employment may be hereby reduced), subject to equitable readjustments of the higher rates of pay on the basis

of consideration of the varying circumstances and conditions as may obtain in the various ice cream marketing areas.

9. To abide by marketing agreements with the Agricultural Adjustment Administration, this effectuates the declared policy of paragraph nine in P.R.A.

10. To support and patronize establishments which also are listed as members of the N.R.A. (National Recovery Administration).

11. Same as in P.R.A.

11A. This agreement is in all respects subject to (1) the provisions of the Agricultural Adjustment Act and (2) the Executive Order dated June 26, 1933, by which the President delegated to the Secretary of Agriculture certain of his powers and functions under the National Industrial Recovery Act.

13. Same as in P.R.A.

For Paragraphs 2, 3, 4, 7, 9, 10, and 11A of the President's Reemployment Agreement

IMPLEMENTS

See General Tool and Implement Manufacturing Industry.

CODE No. 113-02

RELEASE No. 686-H

IMPORTED GREEN OLIVE INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article IV, Section 4

No factory or mechanical worker or artisan may be employed more than 40 hours per week, nor more than 8 hours per day.

For Paragraph 3 of the President's Reemployment Agreement

IMPORTERS

See Imported Green Olive Industry.

CODE No. 1399-44

RELEASE No. 660-A

INDUSTRIAL SAFETY EQUIPMENT MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Section VIII

Employees (other than factory or mechanical workers or artisans, watchmen, outside salesmen, and service men) shall not be employed for more than 40 hours per week, averaged over a 4 weeks' period; provided, however, that such employees shall not be employed for more than 48 hours in any week.

For Paragraph 3 of President's Agreement—Code Reference: Section VIII

No factory or mechanical worker or artisan (other than firemen, engineers, and repair men) shall be employed for more than 40 hours per week, averaged over a 4 weeks' period; provided, however, that such employee shall not be employed for more than 48 hours in any

week, nor more than 8 hours in any one day. In the case of firemen, engineers, and repair men there shall be allowed a tolerance of 10% over the 40-hour minimum.

For Paragraph 6 of President's Agreement—Code Reference: Section IX

No factory or mechanical worker or artisan shall be paid less than 40 cents per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case they shall be paid not less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour; provided, however, that apprentices, during one 60-day period of apprenticeship, may be paid not less than 80% of the minimum wage and this class shall not comprise more than 5% of the total employees of each employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 1399-1-16

RELEASE No. 425-E

**INDUSTRIAL SUPPLIES AND MACHINERY DISTRIBUTING
INDUSTRY**

For Paragraph 2 of President's Agreement—Code Reference: Article VI

Employees (other than factory or mechanical workers or artisans or outside salesmen or watchmen) shall not be employed for more than forty hours per week; provided, however, that during Christmas, inventory, or other peak periods, employees may be employed 48 hours per week not to exceed 3 weeks in each six months; provided further, that outside delivery men and maintenance employees may be employed 48 hours per week. The hours of any store or service operation may not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case not to reduce such hours at all.

For Paragraph 5 of President's Agreement—Code Reference: Article V

No employee shall be paid less than \$14 per week in the northern area of the United States; nor less than \$13 per week in the southern area of the United States, in any city of over 500,000 population, or in the immediate trade area of such city; nor less than \$13.50 per week in the northern area of the United States; nor less than \$12.50 per week in the southern area of the United States, in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$13 per week in the northern area of the United States; nor less than \$12 per week in the southern area of the United States, in any city between 2,500 and 250,000 population, or in the immediate trade area of such city.

The southern area of the United States is defined as follows: Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Kentucky, Maryland, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, and Texas.

Employees in towns of less than 2,500 population shall have all wages increased by not less than 20 per cent; provided that this shall not require wages in excess of \$11 per week. Employees be-

tween the ages of 16 and 18 years inclusive, with less than six months' experience, may be paid \$2 per week less than the above rates; provided, however, that such employee shall receive not less than \$11 per week.

Apprentices are to be limited to one six months' period of apprenticeship, and shall not exceed 5% of the total number of employees of each employer and further may be paid, during the period of apprenticeship, \$1 per week less than the above rates; provided, however, that such employee shall receive not less than \$11 per week.

The minimum rate of pay herein prescribed establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2 and 5 of the President's Reemployment Agreement

INKS

See Printing Ink Manufacturing Industry.

INSTRUMENTS

See Band Instrument Manufacturing Industry.

See Surgical Instrument Industry.

CODE No. 1630-1-02

RELEASE No. 323-C

INSULATION BOARD MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article III, Section 1 (b)

"The maximum hours of labor for any accountant, clerical, office, service, or sales employees (excepting outside salesmen) in any office or department, shall not exceed an average of over 40 hours per week over any eight weeks' period."

For Paragraph 3 of President's Agreement—Code Reference: Article III, Section 1 (a)

"The maximum hours of labor for any employee in any mill or factory of the Insulation Board Industry shall not exceed 40 hours per week, except that during peak production periods and emergencies the maximum hours of labor for any such employee may be increased to but shall not exceed 48 hours in any one week; provided, however, that the hours of labor for any such employee in any mill or factory of the industry shall not exceed an average of 40 hours per week over any period of three months."

For Paragraph 4 of President's Agreement—Code Reference: Article III, Section 1 (a) and (c)

"The maximum hours fixed in the foregoing paragraphs (2) and (3) shall not apply to employees in a managerial or executive capacity who receive more than \$35 per week; nor to watchmen; nor to repair and maintenance crews or supervisory staff, but the

number of employees in such repair and maintenance crews and supervisory staff shall not exceed 10 percent of the total number of employees covered by the foregoing paragraph (3)."

For Paragraph 6 of President's Agreement—Code Reference: Article III, Section 2 (a)

"The minimum wage for labor employed in this industry in the continental United States shall be at the rate of forty cents per hour unless the hourly rate for the same class of work on July 15, 1929, was less than forty cents per hour, in which latter case it shall not be less than the hourly rate on July 15, 1929, and in no event less than thirty cents per hour. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time-rate or on a piecework performance.

"The minimum wage for labor employed in this industry in Hawaii shall be at the rate of twenty-five cents per hour."

For Paragraphs 2, 3, 4, and 6 of the President's Reemployment Agreement

INSURANCE

See Casualty and Surety Underwriters.

See Fire Underwriters.

See Marine Underwriters.

See Mutual Insurance.

CODE No. 1732-02

RELEASE No. 686-F

INSURANCE AGENTS

For Paragraph 2 of President's Agreement—Code Reference: Article III

Employees (other than outside representatives consisting of adjustors, appraisers, collectors, investigators, inspectors, service engineers, special agents, solicitors, raters, and patrol or salvage corps operators cooperating with the Municipal Fire departments) shall not be employed for more than 40 hours per week nor more than 8 hours per day. The excepted classes shall not total more than 25% of all employees in each establishment. The hour restrictions shall not apply in cases of conflagration or disasters where necessary services will be impeded.

For Paragraph 2 of the President's Reemployment Agreement

IRON

See Gray Iron Foundry Industry.

See Malleable Iron Castings Industry.

See Scrap Iron and Steel Industry.

IRONING MACHINE

See Washing and Ironing Machine Manufacturing Industry.

CODE No. 1215-1-03

RELEASE No. 808-B

JEWELLED WATCH MANUFACTURING INDUSTRY**For Paragraph 2 of P.R.A.**

Employees (other than factory or mechanical workers or artisans, outside salesmen and watchmen) shall not be employed for more than 40 hours per week, nor more than 8 hours in any one day. Due, however, to the special character of this industry, handling valuable products, inventory is taken each month. Such employees as are required in inventory work may work not more than 48 hours in one week of each month; provided, however, that such employees shall exceed not more than 5% of total number of employees in each establishment.

For Paragraph 3 of P.R.A.

Factory or mechanical workers or artisans shall not be employed for more than 40 hours per week, averaged over a three months' period; provided, however, that such employees shall not be employed for more than 48 hours in any week, nor more than 8 hours in any one day and the number of such employees working 48 hours shall not be more than 25% of total.

For Paragraph 6 of P.R.A.

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour for male employees nor less than 35¢ per hour for female employees; provided, however, that where female employees do substantially the same work or perform substantially the same duties as male employees they shall be paid the same rate of pay as male employees are paid for doing such work or performing such duties. Learners or apprentices during one 6-month period of apprenticeship may be paid not less than 80% of the minimum wage and they shall comprise, when more than one, not more than 5% of the total number of employees of each employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

JEWELRY

See Retail Jewelry Industry.

CODE No. 1215-02

RELEASE No. 323-B

JEWELRY AND ALLIED INDUSTRIES MANUFACTURING

For Paragraph 2 of President's Agreement—Code Reference: Title IV, Par. 2

Employees (other than factory or mechanical workers or artisans) may not be employed in any place or manner for more than 40 hours in any one week, nor more than 8 hours in any one day; provided that in the case of shipping and packing crews a tolerance of 10 percent is permitted.

For Paragraph 3 of President's Agreement—Code Reference: Title IV, Par. 1

No factory or mechanical workers or artisans shall be employed more than a maximum week of 40 hours averaged over a six-months' period; provided, however, that such employees shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day; provided further, that tool makers, hub and die cutters, may be employed a maximum of 48 hours per week, but they shall not exceed 5% of the total number of employees.

For Paragraph 6 of President's Agreement—Code Reference: Title I, Par. 5

Factory or mechanical workers or artisans shall be paid not less than 32½¢ per hour. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 1631-3-09

RELEASE No. 453-D

JEWELRY WHOLESALERS INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Paragraphs (a), (b) of Article V

Employees (other than factory, mechanical workers, artisans, night watchmen, and outside salesmen) shall not be employed in any place or manner more than 40 hours per week, except at seasonal and inventory periods, when such employees shall be employed not more than 48 hours per week; such peak periods not to exceed 6 weeks in any 12 months. The hours of any store or service operation may not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference: Paragraphs (a), (b) of Article V

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours; provided, however, that such employee shall not be employed more than 8 hours in any one day. The maximum limitation herein prescribed shall not apply to outside delivery men and maintenance employees; provided further, however, that this class of employee shall be paid time and one third for all hours in excess of 48 hours per week.

For Paragraph 6 of President's Agreement—Code Reference: Paragraphs (a), (b), (c), (d), (e), Article VI

Employees in this industry whose place of employment is in a city, or in the immediate trade area of such city, having a population of over 500,000, or from 100,000 to 500,000, or from 2,500 to 100,000, shall receive for the respective classifications not less than \$14.00 per week, \$13.50 per week, and \$13.00 per week. Employees whose place of employment is in either the State of Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Kentucky, Maryland, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, or Texas shall be paid at a differential of \$1.00 per week less than the maximum herein respectively prescribed. In towns of less than 2,500 population, all wages shall be increased by not less

than 20%, provided that this shall not require wages in excess of \$11.00 per week. Employees between the ages of 16 and 18 years, inclusive, shall be paid at a differential of \$2.00 less per week based upon the maximum herein respectively prescribed, and for a period not to exceed 6 months. Apprentices over 18 years of age shall be paid at a differential of \$1.00 less per week based upon the maximum herein respectively prescribed, and for a period not to exceed 6 months; provided, however, that this latter class of employee shall not receive less than \$11.00 per week. This paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

JOBBERS

See Button Jobbers Industry.

JUNK

See Scrap Iron and Steel Industry.

See Waste Material Industry.

JUTE

See Hair and Jute Felt Manufacturing Industry.

CODE No. 243-1-03

RELEASE No. 180-D

KNITTED OUTERWEAR MANUFACTURING INDUSTRY

Maximum hours of labor.—(a) On and after the effective date, employers in the Knitted Outerwear Industry shall not operate on a schedule of hours of labor for their employees, except repair-shop crews, engineers, electricians, firemen, and supervisory staff, shipping, watching, and outside crews and cleaners, in excess of forty hours per week, and the hours in each week during which any employee shall have worked in other plants and/or in other industries shall be included in such forty hours.

(b) On and after the effective date the maximum hours of labor for office employees in this industry shall be an average of forty hours per week over each period of six months.

(c) On and after the effective date hereof, no knitting or winding machinery shall be operated for more than two shifts of forty hours each per week; no other productive machinery used in the Knitted Outerwear Industry shall be operated for more than one shift of forty hours during any week; except that employers electing to operate all machinery for only one forty hour shift, may employ labor and operate all machinery overtime for not more than eight hours in any one week, not, however, exceeding an average of forty hours a week in every four months' period after the effective date hereof.

Minimum wages.—On and after the effective date, the minimum wages that shall be paid by employers in the Knitted Outerwear Industry to any of their employees, shall be at the rate of 35 cents per hour or \$14.00 per week for forty hours of labor, except learners during an eight weeks' apprenticeship.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

KNIVES

See Cutlery Manufacturing Industry.

CODE No. 404-01

RELEASE No. 265-A

LABEL MANUFACTURING INDUSTRY

No factory worker, mechanical worker, or artisan shall be employed for more than a maximum week of 40 hours. This maximum may be increased to a maximum of not more than 44 hours per week whenever required on seasonal commodities or whenever it shall be impossible to obtain additional competent help in the locality, but in no event shall any person work more than 1,040 hours in twenty-six consecutive weeks. This does not apply to supervisors and emergency repair employees engaged in nonproductive work.

For Paragraph 3 of the President's Reemployment Agreement

LABELS

See Drug Label and Box Industry.

See Gummed Label and Embossed Seal Manufacturing Industry.

LABORATORIES

See Dental Laboratory Industry.

CODE No. 226-1-04

RELEASE No. 374-L

LACE CURTAIN MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Section III

No factory or mechanical worker or artisan (except foremen who now receive more than \$35 per week) shall be employed more than a maximum week of 40 hours; provided, however, that in the case of repair crews, engineers, firemen, shipping and outside crews, cleaners, and electricians, there shall be allowed a tolerance of 10%. There shall be no limitation on the maximum number of hours for which watchmen may be employed.

For Paragraph 6 of President's Agreement—Code Reference: Section II

Factory or mechanical workers or artisans shall not be paid less than 32½¢ per hour.

Apprentices are to be limited to a six weeks' period of apprenticeship, and shall not exceed 5% of the total number of employees of

each employer, and further shall be paid during the period of apprenticeship not less than 80% of the above minimum wage.

It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

LACQUERS

See Paint, Varnish, and Lacquer Manufacturing Industry.

CODE No. 304-11

RELEASE No. 775-B

LADDER MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article IV, Section 2

Employees (other than factory or mechanical workers or artisans, watchmen, and outside salesmen) shall not be employed for more than 40 hours per week, averaged over a one-month period; provided, however, that such employees shall not be employed for more than 48 hours in any week.

For Paragraph 3 of President's Agreement—Code Reference: Article IV, Section 2

Factory or mechanical workers or artisans shall not be employed for more than 40 hours per week, averaged over an 8 weeks' period; provided, however, that such employee shall not be employed for more than 48 hours in any week nor more than 8 hours in any one day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

LATH

See Metal Lath Manufacturing Industry.

CODE No. 1735-2-10

RELEASE No. 425-N

LAUNDRY INDUSTRY

(b) The term "productive labor" as used herein is defined to include (1) any employee, and (2) any owner or manager or members of his family connected with or employed by any laundry establishment and actually engaged in working on or handling articles left for washing and/or ironing.

(c) The term "office employees" as used herein is defined to include all clerical, accounting, and service employees working in the office of any laundry establishment and in retail stores used as collection and delivery outlets.

(d) The term "Eastern area" as used herein is defined to include the States of Maine, New Hampshire, Vermont, Massachusetts, Con-

necticut, Rhode Island, New York, and northern New Jersey and immediate trade areas.

The term "Southern area No. 1" as used herein is defined to include the States of North Carolina, Virginia, West Virginia, Kentucky, and Texas, and immediate trade areas.

The term "Southern area No. 2" as used herein is defined to include the States of Florida, South Carolina, Georgia, Louisiana, Mississippi, Alabama, Tennessee, and Arkansas, and immediate trade areas.

The term "Southwest area" as used herein is defined to include the States of Missouri, Kansas, Oklahoma, New Mexico, and Arizona, and immediate trade areas.

The term "Northern area" as used herein is defined to include Southern New Jersey, the District of Columbia, and all other States not included in the Eastern, Southern, and Southwest areas, and immediate trade areas.

ARTICLE V—HOURS OF LABOR

The maximum hours of labor of employees or persons subject to the jurisdiction of this code shall be as shown in the following Schedule A:

SCHEDULE A

Productive labor, 45 hours per week.

Office employees, 45 hours per week.

Engineers, firemen, and maintenance employees, 50 hours per week.

ARTICLE VI—MINIMUM WAGES

(a) The minimum wages which shall be paid to productive employees and engineers, firemen, and maintenance employees shall be as shown in the following Schedule B:

Schedule B.—Minimum Hourly Rates

	Eastern area	Southern area No. 1	Southern area No. 2	South- west area	Northern area
Productive labor.....	\$0. 275	\$0. 20	\$0. 14	\$0. 225	\$0. 25
Engineers, firemen, and maintenance employees.....	. 60	. 35	. 35	. 40	. 45

(b) The minimum wages which shall be paid to office employees shall be as shown in the following Schedule C:

SCHEDULE C

(1) Within cities of over 500,000 population (by reference to the 1930 Federal census) or in the immediate trade area of such cities at the rate of \$14.00 per week.

(2) Within cities of from 100,000 to 500,000 population (by reference to the 1930 Federal census), or in the immediate trade area of such cities at the rate of \$13.50 per week.

(3) Within villages, towns, or cities with a population under 100,000 (by reference to the 1930 Federal census), unless they are included in a trade area as defined by clause (1) or (2), at the rate of \$13.00 per week.

(4) The minimum wage that shall be paid by employers in laundry establishments to any of the office employees shall be at the rate of \$1.00 per

week less in the Southern section of the industry than the rate specified in Clauses 1, 2 and 3 of Article VI (B).

For the purpose of Schedule "C", the South is defined as the following States: Virginia, West Virginia, North Carolina, Kentucky, Maryland, District of Columbia, Oklahoma, Texas, Florida, South Carolina, Georgia, Louisiana, Mississippi, Alabama, Tennessee, and Arkansas.

The above modifications are made with the express agreement of the Southern Laundry Owners Association:

(a) That the 14¢ minimum hourly rate for Southern area No. 2 is to be accepted with the express provision that this rate is to remain in effect for four (4) months only;

(b) That at the end of the four months' period certified data showing figures for laundry volume and gross income will be submitted;

(c) That on the basis of this data adjustments will be made in the wage rates;

(d) For purposes of such adjustment the books and records of laundries in Southern area No. 2 will be made available to an authority designated by the Administrator.

While wages and rate schedules are unsatisfactory pending a hearing and full public investigation, this request is

Approved as an election by the N.R.A. under Section 13 of the President's Reemployment Agreement on the advice and at the instance of Chairman of the Labor Advisory Board and Commissioner of Labor Statistics, Department of Labor.

August 21, 1933.

HUGH S. JOHNSON, *Administrator.*

CODE No. 1217-8-01

RELEASE No. 342-H

LEAD INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article VI

No employees of the following divisions of the lead industry (except hoistmen, power house men, and pump men in the mining division) shall be employed more than the maximum of forty (40) hours per week:

1. Lead mining division.
2. Lead smelting and refining division.
3. Lead pigments division.
4. Metallic lead products division.
5. Metallic foil products division.

Provided, however, that employees may average forty (40) hours per week over the period from the effective date until October 1, 1933, or over any of the successive thirteen (13) week periods ending respectively December 31, 1933, April 1, 1934, July 1, 1934; provided further, that the hours of labor in each period will not be in excess of a total of five hundred and twenty (520) hours of labor; provided further, that such maximum working hours shall not apply in case of accidents or emergencies where the safety of the men or the preservation of the property necessitates temporarily longer hours.

For Paragraph 6 of President's Agreement—Code Reference: Article VII

No employees of the lead industry shall be paid less than 35¢ per hour unless the hourly rates of the same class of work on July 15, 1929, was less than 35¢ per hour, in which latter case not to pay less than the hourly rate of July 15, 1929, and in no event less than 30¢ per hour. Cleaners, watchmen, and outside labor shall be limited to 5% of the total number of employees and shall be paid not less than 30¢ per hour. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or a piecework performance.

LEATHER

See Hide and Leather Working Machine Industry.

See Shoe and Leather Finishes and Cements Manufacturing Industry.

See Tanners Industry.

CODE No. 913-1-01

RELEASE No. 517-GG

LEATHER AND WOOLEN KNIT GLOVE MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III, Section 3

Factory or mechanical workers or artisans shall not be employed more than a 40-hour week, nor more than 8 hours in any one day. In the case of engineers and firemen, a tolerance of 10% shall be allowed. Delivery men and truck men shall not be employed more than a maximum week of 48 hours, nor more than 8 hours in any one day. The hours limitation shall not apply to watchmen.

For Paragraph 3 of the President's Reemployment Agreement

LIGHT

See Electric Light and Power Industry.

CODE No. 1212-1-03

RELEASE No. 374-K

LIGHTING EQUIPMENT MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article V (b)

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 1735-04

RELEASE No. 845-A

LINEN SUPPLY INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article VI

Employees (other than factory or mechanical workers or artisans, watchmen, outside salesmen not having delivery duties, and drivers)

shall not be employed for more than 40 hours per week. Drivers shall not be employed for more than 48 hours per week. Watchmen shall not be employed in excess of the average number of hours such employees were employed in the first six months of 1933.

For Paragraph 5 of President's Agreement—Code Reference: Article V

Employees (other than factory or mechanical workers or artisans) shall be paid not less than at the rate of \$14.00 per week in the North, nor less than at the rate of \$13.00 per week in the South, in any city of over 500,000 population, or in the immediate trade area of such city; nor less than at the rate of \$13.50 per week in the North, nor less than at the rate of \$12.50 per week in the South, in any city of between 100,000 and 500,000 population, or in the immediate trade area of such city; nor less than at the rate of \$13.00 per week in the North, nor less than at the rate of \$12.00 per week in the South, in villages, towns or cities with a population of less than 100,000. The "South" is comprised of the following States: Virginia, West Virginia, Florida, Georgia, Mississippi, Alabama, Tennessee, Louisiana, Arkansas, Oklahoma, North Carolina, South Carolina, Kentucky, and Texas.

For Paragraphs 2 and 5 of the President's Reemployment Agreement

CODE No. 146-1-02

RELEASE No. 194-C

LINSEED OIL MANUFACTURING INDUSTRY

The basic processes in the Industry are of a continuous character, and they cannot be changed in this respect without serious adverse effect upon production and employment; but except in the case of executives, those employed in supervisory capacities and technical work, and their immediate assistants, no employer shall cause or permit any employee to work at an average in excess of 40 hours per week (or 160 hours for a four-week period); (engineers and firemen limited to 40 hours a week, with a tolerance of 10 percent).

For Paragraphs 3 and 4 of the P.R.A.

CODE No. 406-10

RELEASE No. 589-D

LIQUID TIGHT CONTAINER MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III, Sections 1 and 2

Factory or mechanical workers or artisans (other than cleaners and truck drivers) shall not be employed more than 40 hours per week, nor more than 8 hours per day. Cleaners shall not be employed more than 44 hours per week. Truck drivers shall not be employed more than 48 hours per week. Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933. Apprentices or learners are to be limited to one 60-day period of apprenticeship, and shall not exceed 5% of the total number of employees and, further, shall be paid during the period of apprenticeship not less than 80% of the prescribed minimum wage.

For Paragraph 3 of the President's Reemployment Agreement

LITHOGRAPHIC INDUSTRY

Maximum Working Hours.—No accounting, clerical, office, service or sales employees (except outside salesmen) in this industry shall be required to work more than forty hours in any one week.

For all employees in the industry performing mechanical operations including any proprietors, supervisors, foremen, or other executives doing such work, the maximum work week shall be forty hours and the maximum work day shall be eight hours.

When necessary, due to the special character of any mechanical work, overtime shall be permitted, but no employees performing mechanical operations in any one week shall work more than eight hours overtime, and no employee in any consecutive eight weeks, including overtime, shall work more than 320 hours.

The maximum hours above prescribed shall not apply to employees in a managerial or executive capacity engaged on other than mechanical operations, who receive more than \$35 per week; nor to watchmen; nor to employees on emergency maintenance and repair work.

Minimum Wages.—The minimum weekly wage for all accounting, clerical, office, service, and sales employees (except outside salesmen) shall be:

\$15.00 in any city of over 500,000 population, or in the immediate trade area of such city;

\$14.50 in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city.

\$14.00 in any city of between 2,500 and 250,000 population, or in the immediate trade area of such city;

\$12.00 in any town of less than 2,500 population.

Population for the above purposes shall be determined by reference to the 1930 Federal census.

The minimum hourly wage for all employees in the mechanical departments—except learners during an initial six weeks' period (provided learners do not constitute over 5% of total number of employees in any individual plant and provided their wage rate will not be less than 80% of the minimum rate herein provided) shall be:

Men, 40 cents; Women, 30 cents.

Provided that where women are engaged in the same character of work there shall be no discrimination as to rate.

It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

Any employee working overtime as hereinbefore provided shall be paid at least time and one third for hours worked in excess of the maximum.

Pending the approval of the Basic Code of Fair Competition of the Lithographic Industry, present hourly rates shall be increased so that weekly payments for forty hours shall be not less than the payments now made for present basic work weeks.

For Paragraphs 2, 3, 4, 5, 6 of the President's Reemployment Agreement

CODE No. 128-2-02

RELEASED No. 374-S

LIVESTOCK MARKET AGENCIES**For Paragraph 2 of President's Agreement—Code Reference: Section II**

No accounting, clerical, banking, office, service, or sales employees (except outside salesmen, the immediate assistants to employees in executive, managerial, supervisory, or technical capacities, and livestock salesmen, buyers, and handlers, who now receive \$35.00 per week) shall be employed for more than a 40-hour week, averaged over a period of 60 days and the hours of any store or service operation shall not be reduced below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 2 of the President's Reemployment Agreement

LOANS*See Personal Finance Companies.*

LOBSTERS*See Wholesale Lobster Dealers.*

CODE No. 1698-04

RELEASE No. 808-C

LOOSE LEAF MANUFACTURING INDUSTRY**For Paragraph 3 of P.R.A.****ARTICLE VI**

Factory or mechanical workers or artisans shall not be employed for more than 40 hours per week averaged over an 8 weeks' period; provided however, that such employees shall not be employed for more than 48 hours in any one week, nor more than 8 hours in any one day.

For Paragraph 6 of P.R.A.**ARTICLE VII**

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case they shall be paid not less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour. Learners or apprentices during one 60-day period of apprenticeship may be paid not less than 80% of the minimum wage and shall comprise, when more than one, not more than 5% of the total number of employees in each establishment. This paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on the basis of time rate or on piece-work performance.

CODE No. 699-02

RELEASE No. 565-J

LYE MANUFACTURING INDUSTRY**For Paragraph 3 of President's Agreement—Code Reference: Article III (a)**

No factory or mechanical worker or artisan shall be employed for more than 44 hours per week up to and including October 1, 1933, nor more than 40 hours per week thereafter, and not more than 8 hours in any one day.

For Paragraph 3 of President's Reemployment Agreement

MACHINERY*See Hide and Leather Working Machine Industry.**See Industrial Supplies and Machinery Distributing Industry.**See Meat Packing and Allied Products, Machinery and Equipment Manufacturing Industry.**See Packaging Machinery Manufacturing Industry.**See Refrigerating Machinery Industry.**See Sewing Machine Manufacturing Industry.**See Shoe Machinery Manufacturing Industry.**See Washing and Ironing Machine Manufacturing Industry.*

CODE No. 129-1-01

RELEASE No. 329-O

MACARONI MANUFACTURING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Section 19**

Employees (other than factory or mechanical workers or artisans, and watchmen) shall not be employed in any place or manner for more than a 40-hour week averaged over a one month's period; provided, however, that such employees shall not be employed more than 48 hours in any one week nor more than 8 hours in any one day.

For Paragraph 3 of President's Agreement—Code Reference: Section 19

Factory or mechanical workers or artisans shall not be employed for more than a 40-hour week averaged over a one month's period; provided, however, that such employees shall not be employed more than 48 hours in any one week nor more than 8 hours in any one day, and provided further that in the case of engineers and electricians a 10% tolerance is allowed.

For Paragraph 6 of President's Agreement—Code Reference: Section 19

Skilled male employees shall be paid not less than 55¢ per hour; non-skilled male employees 45¢ per hour, female employees 35¢ per hour; provided further that where female workers do substantially the same work or perform substantially the same duties as male employees, they shall be paid the same rate of pay as male employees are paid for doing such work or performing such duties. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 507-1-03

RELEASE No. 214-A

MAGAZINE AND PERIODICAL PUBLISHING INDUSTRY

A. *Working hours.*—To effectuate the policy of this Code, maximum working hours shall be uniform over the whole country. Standard working hours shall be 40 hours per week; but editors, business, executives, and sales people receiving not less than \$35 per week shall not be limited by this requirement. These standard working hours shall not apply to employees engaged in the maintenance of plant and machinery.

It is not the intention of this provision to limit the number of days, hours per day, or shifts that any publisher may operate. In case of necessity, arising from an emergency or the character of the work, or from the inability to obtain competent labor, permission may be granted by the Executive Committee of the Institute, upon proper showing being made, to exceed the foregoing limitation, providing such permission shall be granted only upon the condition that no employee shall work more than 200 hours in any five-week period and not more than 48 hours in any one pay-roll week, overtime, at not less than time and one third, to begin after 8 hours in any one day.

B. *Minimum wages.*—There shall be a standard minimum wage for employees in the periodical publishing industry of not less than 40 cents per hour for men, 35 cents per hour for women employed on manufacturing operations and 32½ cents per hour for women engaged in clerical work and junior male help between the ages of sixteen and twenty-one; and this shall be uniform throughout the entire country, except that apprentices and learners without previous experience may be paid not less than 80 percent of the above schedule during the first three months of their employment. The minimum wages specified above shall not be considered as a discrimination by reason of sex and where women do substantially the same work or perform substantially the same duties as men they shall receive the same wages as the men doing such work or performing such duties.

For Paragraphs 3 and 5 of the President's Reemployment Agreement

MAGAZINES

See Newspaper and Magazine Distributing Industry.

CODE No. 1106-02

RELEASE No. 532-H

MALLEABLE IRON CASTING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article IV

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, nor more than 10 hours per day.

For Paragraph 6 of President's Agreement—Code Reference: Article IV

Factory or mechanical workers or artisans shall receive not less than 40¢ per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case not

to pay less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour; provided, however, that such employees shall receive not less than 25¢ per hour in the southern area of the United States.

The southern area of the United States is defined as follows: Virginia, Kentucky, Tennessee, Mississippi, North Carolina, South Carolina, Georgia, Alabama, and Florida.

It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 130-04

RELEASE No. 612-A

MALT MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article III, Section 2

Employees (other than factory workers, mechanical workers, artisans, outside salesmen, watchmen, and other than employees engaged in executive, supervisory, or technical capacity and private secretaries, all of whom receive more than \$35 per week) shall not be employed more than 40 hours per week; provided, however, that this limitation shall not apply during such periods when inventory is taken, when the books are being closed, and in the case of special emergency, but in no case shall the average during 8 weeks exceed 40 hours per week.

The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference: Article III, Section 2

Factory, mechanical workers, or artisans (other than employees engaged in executive, supervisory, or technical capacity who receive more than \$35 per week) shall not be employed more than 40 hours per week nor more than 8 hours per day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

MANICURING IMPLEMENTS

See Cutlery Manufacturing Industry.

MAPS

See Mounting and Finishing Industry.

MARINE SUPPLIES

See Metropolitan Mill, Marine, and Contractors' Supplies Distributing Industry.

CODE No. 1730-06

RELEASE No. 716-D

MARINE UNDERWRITERS

For Paragraph 2 of President's Agreement—Code Reference: Article III

Employees (other than outside representatives, consisting of adjusters, appraisers, collectors, investigators, inspectors, service engineers, special agents, solicitors, raters, outside auditors, and outside surveyors) shall not be employed for more than 40 hours per week, nor more than 8 hours per day. The excepted classes shall not total more than 25% of all employees. The hours restrictions shall not apply in case of conflagrations or disasters where necessary services will be impeded.

For Paragraph 2 of the President's Reemployment Agreement

MARKETS*See Livestock Market Agencies.*

CODE No. 1399-1-04

RELEASE No. 300-F

MARKING DEVICES MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Section 2

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours until December 31, 1933, but may be employed a maximum week of 48 hours for any one week within this period, but not in excess of 520 hours in any 13-week period.

There shall be no limitation on the maximum number of hours for which watchmen may be employed.

For Paragraph 6 of President's Agreement—Code Reference: Section 3

No factory or mechanical workers or artisan shall be paid less than 82½¢ per hour, or \$13.00 for a 40-hour week. Apprentices, when in excess of one, shall be limited to 5% of the total factory workers in number, and shall not receive less than 80% of the minimum wage. It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No 504-9-01

RELEASE No. 612-W

MASTER ENGRAVERS TRADE

For Paragraph 3 of President's Agreement—Code Reference: Article III

No factory or mechanical worker or artisan (other than die cutters, clampers, and machine engravers) shall be employed more than 40 hours per week. Die cutters, clampers, and machine engravers shall not be employed more than a maximum week of 48 hours, and this class of employee shall not exceed 5% of the total employees in any plant. No employee in this industry shall be employed more

than 8 hours in any day, except that no limitation of hours of labor shall apply to watchmen and to sketch makers receiving more than \$56.00 per week.

For Paragraph 6 of President's Agreement—Code Reference: Article II

Employees in this industry shall not receive less than 40 cents per hour; provided, however, that if the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour this latter rate may be paid, but in no event less than 30 cents per hour. Apprentices shall receive not less than 80% of the minimum wage herein prescribed, for an apprentice period not to exceed 60 days, and this class of employee shall not exceed 5% of the total employees in any plant. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

MATERIALS

See Blueprint, Reproduction, and Drawing Material Industry.

See Reinforcing Materials Fabricating Industry.

See Waste Material Industry.

MATTRESSES

See Bedding Manufacturing Industry.

CODE No. 146-1-01

RELEASE No. 194-B

MAYONNAISE INDUSTRY

Every manufacturer shall limit the hours of employment of all laborers directly engaged in the production of the products of the Mayonnaise Industry to 40 hours per week in such production. The provisions of this paragraph shall not apply to employees in a managerial, or executive, or superintending capacity, who now receive over \$35.00 per week.

All employees subject to the provisions of the above Paragraph 4 shall be paid a minimum wage, as follows:

In the Southern Division (North Carolina, South Carolina, Georgia, Florida, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, Texas) all such male employees shall receive a minimum wage of forty cents (40¢) per hour; in all other Divisions of the country the minimum wage for such male employees shall be forty-five cents (45¢) per hour. Female employees engaged in generally light work shall receive a minimum wage of thirty cents (30¢) per hour in all Divisions.

Provided, however, that there shall be no discrimination in minimum wages paid as between male employees and female employees except upon the basis of the nature and character of the work performed and/or production accomplished by each, respectively. This proviso shall be construed to mean that if in any plant both male

and female employees are engaged in the same type of work the minimum wage for male employees shall apply to such male and female employees.

All employees, subject to the provisions of the above Paragraph 4, employed on a piecework basis shall receive a minimum wage equivalent to the minimum wages to be paid employees whose compensation is computed on a time basis, as above set forth.

For Paragraphs 3, 4, and 6 of the President's Reemployment Agreement

CODE No. 1611-01

RELEASE No. 686-D

MEAT PACKING AND ALLIED PRODUCTS, MACHINERY AND EQUIPMENT MANUFACTURING INDUSTRY

**For Paragraph 2 of President's Agreement—Code Reference: Article III,
Section 2(a)**

Employees (other than watchmen and salesmen, factory or mechanical workers or artisans) shall not be employed for more than 40 hours per week.

**For Paragraph 3 of President's Agreement—Code Reference: Article III,
Section 2(a)**

No factory or mechanical worker or artisan (other than drivers, firemen, engineers, emergency maintenance and repair men) shall be employed for more than 40 hours per week, nor more than 8 hours per day; provided, however, that for 6 weeks, during the period from September 1, 1933, to January 1, 1934, they may be employed 48 hours per week, but all hours worked over 40 hours per week shall be considered overtime. Drivers shall not be employed more than 48 hours per week, nor more than 8 hours in any one day. Firemen, engineers, emergency maintenance and repair men shall not be employed more than 44 hours per week.

**For Paragraph 6 of President's Agreement—Code Reference: Article III,
Section 2(b)**

No factory or mechanical worker or artisan shall be paid less than 40 cents per hour. Apprentices shall receive not less than 80% of the minimum herein prescribed for a period of apprenticeship not to exceed 60 days and this class of employee shall not exceed 5% of the total employees of any employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 131-3-05

RELEASE No. 103-A

MEAT PACKING INDUSTRY

(2) Not to work any Accounting, clerical, banking, office, service, or sales employees (except outside salesmen) in any store, office, department, or establishment or in any other similar place or manner, for more than an average of 40 hours per week over a period

of any month, and not to reduce the hours of any store or service operation to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case not to reduce such hours at all.

(3) Not to employ any factory or mechanical worker or artisan more than a maximum week of forty hours but with the right within the first 12 months' period following August 1, 1933, and within each 12 months' period thereafter to work a maximum week of 48 hours for not to exceed 8 weeks, with a tolerance of 10% over 48 hours for not to exceed an additional 8 weeks; nor to employ a worker in excess of 10 hours in any one day.

(4) The maximum hours fixed in the foregoing paragraphs (2) and (3) shall not apply to employees in establishments employing not more than two persons in towns of less than 2,500 population (based on 1930 Federal census) which towns are not part of larger trade area; nor to

(a) Employees in executive, managerial, supervisory, or technical capacities, nor to their immediate assistants.

(b) Employees exercising managerial functions who now receive more than \$35.00 per week.

(c) Employees on emergency maintenance or repair work including breakdowns; nor to very special cases where restrictions of hours of highly skilled workers on continuous processes would unavoidably reduce production, but in all such cases where maximum hours specified in paragraph (3) are exceeded at least time and one third shall be paid for hours worked in excess of the maximum.

(d) Chauffeurs, watchmen, engineers, firemen, water tenders, or oilers who shall not be employed more than 44 hours in any week.

(e) Livestock buyers and handlers who now receive more than \$35.00 per week.

(f) Employees engaged wholly or partially in performing the functions of wholesale or retail distribution (not including those employees engaged in manufacturing or production operations). Such employees shall not work more than 48 hours in any one week.

Minimum wages.—(6) Not to pay any employee of the classes mentioned in paragraph (3) less than 42½ cents per hour in any city of over 500,000 population; nor less than 40 cents per hour in any city of less than 500,000 population; provided that in the section south of and including Delaware, Maryland, West Virginia, Kentucky, Arkansas, Oklahoma, New Mexico, and Arizona the minimum rate shall not be less than 35 cents per hour in cities of over 500,000 population; nor less than 30 cents per hour in cities of less than 500,000 population. For women engaged in light work such as packing small packages, wrapping cartons, packing sliced bacon, trimming, preparing sausage casings, linking sausage, and similar operations the rate may be lower than above by not to exceed 5 cents per hour provided that where females are engaged in the same type of work as males there shall be no discrimination as to rate.

It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, 4, and 6 of the P.R.A.

CODE No. 1637-11

RELEASE No. 795-B

MECHANICAL PACKING INDUSTRY**For Paragraph 2 of P.R.A.****ARTICLE VI**

Employees (other than factory or mechanical workers or artisans, outside salesmen, and watchmen) shall not be employed for more than 40 hours per week, averaged over a four weeks' period; provided, however, that such employees shall not be employed for more than 48 hours in any one week.

For Paragraph 3 of P.R.A.**ARTICLE VII**

Factory or mechanical workers or artisans (other than firemen, engineers, electricians, and maintenance crews) shall not be employed for more than 40 hours per week, averaged over a thirteen weeks' period; provided, however, that such employees shall not be employed for more than 48 hours in any week, nor more than 8 hours in any one day; and provided further, that hours worked over 40 per week shall be considered overtime, and shall be paid for at the rate of not less than time and one third. In the case of firemen, engineers, electricians, and maintenance crews there shall be allowed a tolerance of 10%.

For Paragraphs 2 and 3 of the P.R.A.

MEDICINES*See Packaged Medicine Manufacturing Industry.**See Pharmaceutical and Biological Products Manufacturing Industry.**See Wholesale Drug Industry.*

CODE No. 248-1-01

RELEASE No. 467-I

MEN'S NECKWEAR MANUFACTURING INDUSTRY**For Paragraph 3 of President's Agreement—Code Reference: Article III, Paragraphs (3) and (7)**

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours.

For Paragraph 6 of President's Agreement—Code Reference: Article III, Paragraphs (3) and (4)

Employees in this industry shall receive not less than 40 cents per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case not less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour. Learners and apprentices shall receive not less than 80% of the minimum wage herein prescribed, for a period not to exceed two months; and this class of employee shall not exceed 5% of the total employees of any employer.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

MERCHANDISE

See Food and Grocery Distributing Industry.

MERCHANTS

See Funeral Supply Merchants Industry.

CODE No. 272-2-05

RELEASE No. 612-O

MERCHANT TAILORING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, averaged over a two months' period, provided, however, that such employees shall not be employed more than 48 hours per week, nor more than 8 hours per day.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

Apprentices are to be limited to one 60 days' period of apprenticeship, and shall not exceed 5% of the total number of employees, and further shall be paid during the period of apprenticeship not less than 80% of the prescribed minimum wage.

For Paragraph 3 of the President's Reemployment Agreement

METAL

See Fabricated Metal Products Industry.

See Fibre and Metal Work Clothing Button Industry.

See Lead Industry.

See Standardized Shop Assembled Metal Tank Manufacturing Industry.

See Lighting Equipment Manufacturing Industry.

See Nickle Alloys Industry.

See Non-Ferrous Foundry Castings Industry.

See Scrap Iron and Steel Industry.

See Secondary Aluminum and its Alloys Manufacturing Industry.

See Sheet Metal Distributing Industry.

See Silverware Manufacturing Industry.

See Zinc Industry.

CODE No. 1123-03

RELEASE No. 532-F

METAL LATH MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article III, Section 1

Employees (other than factory workers, mechanical workers, artisans, outside salesmen, sales service men, and watchmen) shall not be employed more than 40 hours per week, averaged over a month's period; provided, however, that such employees shall not be em-

ployed more than 48 hours per week. The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference: Article III, Section 1

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, averaged over a two months' period; provided, however, that during peak-production periods and emergencies such employees may be employed not more than 48 hours per week, nor more than 8 hours per day; provided further, that in the case of helpers and outside men, truckmen, repair and maintenance crews, electricians, engineers, firemen, and supervisory staff there shall be allowed a tolerance of 10% over the above maximum hours.

For Paragraph 6 of President's Agreement—Code Reference: Article III, Section 2

Factory or mechanical workers or artisans shall not receive less than 35 cents per hour. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE NO. 1318-03

RELEASE NO. 565-D

METROPOLITAN MILL, MARINE, AND CONTRACTORS' SUPPLIES DISTRIBUTING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article III, Section 1

Employees (other than outside salesmen, outside deliverymen, watchmen, and lightermen, which latter class shall not exceed 2% of the total number of employees) shall not be employed more than 40 hours per week averaged over a month's period; provided, however, that such employees shall not be employed more than 48 hours per week. Outside deliverymen may be employed not more than 48 hours per week.

The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 2 of the President's Reemployment Agreement

CODE NO. 1616-104

RELEASE NO. 883-B

METROPOLITAN NEW YORK HOUSEWRECKING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Paragraph II

No person shall be engaged in housewrecking for more than 35 hours per week, nor more than seven hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Paragraph IX

Employees shall be paid the following rate:

Barmen, 80¢ per hour.

Barmen's Helpers, 70¢ per hour.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 134-04

RELEASE No. 509-B

MILK SUGAR MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Section IV,
Paragraph A

Employees (other than factory workers, mechanical workers, artisans, outside salesmen, watchmen, and dairy inspectors) shall not be employed more than 40 hours per week, averaged over a two-months period; provided, however, that such employees shall not be employed more than 48 hours per week. The hours of any store or service operation shall not be reduced to below 52 hours in any 1 week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference: Article IV,
Paragraph B

Factory or mechanical workers or artisans shall not be employed more than 44 hours per week, averaged over a 12-months period; provided, however, that such employees shall not be employed more than 48 hours per week; provided further that there shall be allowed a tolerance of 10% over such maximum hours for a period not to exceed 16 weeks.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CODE No. 247-1-05

RELEASE No. 646-F

MILLINERY AND DRESS TRIMMING, BRAID AND TEXTILE INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Paragraph III

No factory or mechanical worker or artisan (other than watchmen, repair shop crews, engineers, electricians, firemen, shipping crews, watching and outside crews, and cleaners; and other than employees in a supervisory capacity, receiving over \$35 per week) shall be employed more than a maximum week of 40 hours. Engineers, electricians, firemen, shipping and repair shop crews, watching and outside crews, and cleaners, shall be allowed a tolerance not to exceed 10%, based on the maximum herein prescribed.

For Paragraph 3 of the President's Reemployment Agreement

MILLING

See Copper and Brass Milling Products Industry.

See Corn Milling Industry.

See Rice Milling Industry.

See Wheat Flour Milling Industry.

MINCE MEAT

See Preserves and Mince Meat Manufacturing Industry.

MINING

See Lead Industry.

CODE No. 1029-02

RELEASE No. 374-F

MIRROR MANUFACTURING INDUSTRY

Watchmen do not come within the hours limitations, provided that, they may not be employed for longer hours than before June 16, 1933.

Article III, Section A, Paragraph 4

No factory or mechanical worker or artisan, shall be employed more than a maximum week of 40 hours averaged over a 3 months' period; provided, however, that such employee shall not be employed more than 48 hours in any one week nor more than 8 hours in any one day.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 1609-08

RELEASE No. 755-D

MOP MANUFACTURING INDUSTRY**For Paragraph 3 of President's Agreement—Code Reference: Section V, Paragraph (b)**

Factory or mechanical workers or artisans (other than truck drivers) shall not be employed more than 40 hours per week, nor more than 8 hours per day; provided, however, that in the case of engineers, firemen, and repair crews, there shall be allowed a tolerance of 10%.

Truck drivers shall not be employed more than 48 hours per week.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraphs 3 and 6 of the President's Reemployment Agreement Paragraph (c)

Male factory or mechanical workers or artisans shall not receive less than 32½¢ per hour in the northern section of the United States; nor less than 25¢ per hour in the southern section of the United States.

Female factory or mechanical workers or artisans shall not receive less than 30¢ per hour in the northern section of the United States; nor less than 22½¢ per hour in the southern section of the United States; provided, however, that where female employees do substantially the same work or perform substantially the same duty as male employees they shall receive the same rate of pay as male employees receive for doing such work or performing such duties.

The southern section of the United States is defined as follows: Maryland, Virginia, North Carolina, South Carolina, Florida, Georgia, Alabama, Mississippi, Tennessee, Kentucky, Arkansas, Louisiana, Oklahoma, and Texas.

This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 1609-05

RELEASE No. 517-R

MOP AND POLISH MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week; provided, however, that in the case of firemen, engineers, shipping clerks, or employees engaged in repair and maintenance of equipment, there shall be allowed a tolerance of 8 hours per week.

There shall be no limitation on the maximum number of hours for which watchmen may be employed.

For Paragraph 6 of President's Agreement—Code Reference: Article II

Factory or mechanical workers or artisans shall receive not less than 35¢ per hour. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 328-02

RELEASE No. 517-Q

MOP STICK MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article IV, Section (d)

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week; provided, however, that in the case of firemen, engineers, shipping clerks, or employees engaged in repair and maintenance of equipment, there shall be allowed a tolerance of 8 hours per week.

There shall be no limitation on the maximum number of hours for which watchmen may be employed.

For Paragraph 6 of President's Agreement—Code Reference: Article IV, Section (e)

Factory or mechanical workers or artisans shall receive not less than 35¢ per hour. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 5 of the President's Reemployment Agreement

CODE No. 1702-19

RELEASE No. 1004-C

MOUNTING AND FINISHING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Article 5**

Employees (other than factory or mechanical workers or artisans, watchmen, and outside salesmen) shall not be employed for more than forty (40) hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Article 5

Factory or mechanical workers or artisans shall not be employed for more than forty (40) hours per week, averaged over a four (4) weeks' period; provided, however, that such employees shall not be employed for more than forty-eight (48) hours in any one week, nor more than eight (8) hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Article 5

No factory or mechanical worker or artisan shall be paid less than forty (40) cents per hour for male employees and 35¢ per hour for female employees; provided, however, that where female employees do substantially the same work or perform substantially the same duties as male employees they shall be paid the same rate of pay as male employees are paid for doing such work or performing such duties. This paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of President's Reemployment Agreement

MUSTARD*See Prepared Mustard Industry.*

CODE No. 1730-04

RELEASE No. 660-I

MUTUAL INSURANCE**For Paragraph 2 of President's Agreement—Code Reference: Article III, Section 1**

Employees (other than outside representatives consisting of adjusters, claimsmen, pay-roll auditors, appraisers, collectors, inspectors, investigators, service engineers, special agents, solicitors, raters, and patrol or salvage corps operators cooperating with municipal fire department) shall not be employed for more than 40 hours per week. The above excepted classes shall not comprise more than 25% of all employees. There shall be no restriction on hours in case of conflagrations or disasters where necessary services will be impeded.

For Paragraph 2 of the President's Reemployment Agreement

NAPKINS*See Paper Napkin Manufacturing Industry.*

NATURAL GAS INDUSTRY

(A) No employee shall work for more than an average of 40 hours per week during any six weeks' period, except those specified in Paragraph (B).

(B) Load dispatchers, well operators, station operators, and emergency maintenance and repair employees, their attendants, crews, and helpers, if highly trained and not readily replaceable, whose duties must be continuously performed in order to render the public a safe and continuous service, may be employed not in excess of 48 hours per week, so long as other competent employees are not readily available for such work, and in emergencies such employees may work more than 48 hours per week, but in no case shall the hours worked exceed an average of 48 hours for six consecutive weeks. All employers subject to this code shall proceed with the training of additional employees as rapidly as is consistent with the rendition of safe and continuous service, so that by March 1, 1934, as many employees as may be reclassified under the 40 hours per week limitation; and report shall be made on said date of the extent of such reclassification to the National Recovery Administration.

(C) The maximum hours fixed in the foregoing paragraphs shall not apply where not more than two persons are employed in communities of less than 2,500 population, which communities are not part of a larger trade area; nor to employees engaged on emergency work; nor to outside salesmen; nor to employees in a managerial, executive, administrative or supervisory capacity, who now receive more than \$35.00 a week. Population for the purposes of this agreement shall be determined by reference to the 1930 Federal Census.

(D) Employees shall be paid at the rate of:

(1) Not less than \$14.50 a week in any city between 250,000 and 500,000 population or in the immediate trade area of such city;

(2) Not less than \$15 a week in any city of over 500,000 population or in the immediate trade area of such city, and

(3) Not less than \$14 a week in any city between 2,500 and 250,000 population or in the immediate trade area of such city.

(4) In towns of less than 2,500 population all wages shall be increased by not less than 20 percent, provided that this shall not require wages in excess of \$12 a week.

(5) This paragraph shall apply to all employees, except those covered by the provisions of the following paragraph (E).

(E) Employees of the classes who on July 1, 1933, were paid on an hourly rate shall be paid not less than 40¢ per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case the rate of pay shall not be less than the July 15, 1929, hourly rate of pay and, in any event, shall not be less than 30¢ per hour; provided that learners may be paid not less than 80 percent of the minimum wage rate provided in the above schedule, but the total number of learners shall not exceed 5 percent of the total number of employees employed by any employer subject to this Code.

NAVAL STORES

See Steam Solvent Naval Stores Manufacturing Industry.

NECKWEAR

See Men's Neckwear Manufacturing Industry.

NEEDLEWORK

See Art Needlework Industry.

NEWSPAPERS

See Advertising-Newspaper Industry.

See Daily Newspaper Publishing.

See Non-Metropolitan Publishing-Printing and Printing Industry.

CODE No. 507-12

RELEASE No. 726-A

NEWSPAPER AND MAGAZINE DISTRIBUTING INDUSTRY

**For Paragraph 1 of President's Agreement—Code Reference: Article IV,
Section (a), Paragraph (3)**

No persons shall be employed in this industry under the age of 16 years, except (a) those who are able, without impairment of health, to deliver or sell newspapers during the now established hours of such work where such work does not interfere with hours of day school; (b) those between 14 and 16 years of age who may be employed (but not in manufacturing or mechanical duties) and not to exceed 3 hours a day, and those hours between 7 A.M. and 7 P.M. in such work as will not interfere with hours of day school.

**For Paragraph 2 of President's Agreement—Code Reference: Article IV,
Section (b), Paragraphs (1) and (2)**

Employees (other than factory or mechanical workers or artisans, outside salesmen, watchmen, urban and rural delivery men) shall not be employed for more than 40 hours per week. Urban delivery men shall not be employed for more than 48 hours per week, averaged over a 4 weeks' period. Rural delivery men shall be allowed a 10% tolerance based upon such maximum week of 48 hours but such employees shall not comprise, when more than one, more than 10% of the total number of employees in each establishment. Watchmen shall not be employed in excess of the average number of hours per week such employees were employed during the first six months of 1933.

**For Paragraph 5 of President's Agreement—Code Reference: Article IV,
Section (c)**

Employees (other than factory or mechanical workers or artisans) shall not be paid less than \$15.00 per week in the North, nor less than \$14.00 per week in the South in any city of over 500,000 population, or in the immediate trade area of such city; nor less than

\$14.50 per week in the North and \$13.50 per week in the South in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$14.00 per week in the North and \$13.00 per week in the South in any city of between 2,500 and 250,000, or in the immediate trade area of such city; and in towns of less than 2,500 population all wages shall be increased by not less than 20%, provided that this shall not require wages in excess of \$12.00 per week in the North and \$11.00 per week in the South. The "South" is hereby defined as that territory south of the Mason-Dixon Line. Apprentices are to be limited to one 60-day period of apprenticeship and shall not exceed 5% of the total number of employees, and further shall be paid during the period of apprenticeship not less than 80% of the above minimum wages. There may be at least one apprentice in any plant. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time-rate or on a piecework performance.

For Paragraphs 1, 2, and 5 of the President's Reemployment Agreement

CODE No. 1201-04

RELEASE No. 612-L

NICKEL ALLOYS INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article IV, Section 3

Employees (other than factory or mechanical workers, artisans, outside salesmen, and watchmen) shall not be employed more than 40 hours per week, averaged over a 4-weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any week.

For Paragraph 3 of President's Agreement—Code Reference: Article IV, Section 4

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over a 60-day period; provided, however, that such employee shall not be employed more than 48 hours in any week, nor more than 8 hours in any one day, except on payment of time and one third for any excess above 8 hours in one day.

For Paragraph 6 of President's Agreement—Code Reference: Article IV, Section 7

Employees in this industry shall not receive less than 40 cents per hour, unless the hourly rate for the same class of work was less than 40 cents on July 15, 1929, in which case such latter rate shall be paid, but in no event less than 30 cents per hour. Apprentices shall receive not less than 80% of the minimum herein prescribed, for a period not to exceed 60 days, and this class of employee shall not exceed 5% of the total employees in any plant. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 1111-05

RELEASE No. 589-G

NON-FERROUS FOUNDRY CASTING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference Section 5(a)**

Employees (other than factory or mechanical workers or artisans, outside salesmen, and watchmen) shall not be employed for more than a 40-hour week averaged over a 4 weeks' period; provided, however, that such employees shall not be employed for more than 48 hours in any week.

For Paragraph 3 of President's Agreement—Code Reference: Section 5(a)

No factory or mechanical worker or artisan (other than technical workers now receiving \$35.00 or more per week) shall be employed for more than a 40-hour week averaged over an 8 weeks' period; provided, that such employees shall not be employed for more than 48 hours in any week nor more than 6 days in any one week nor more than 10 hours in any one day, and time worked over 8 hours per day shall be considered overtime; provided, further, that in the case of engineers, firemen, electricians, and repair and maintenance crews, a 10% tolerance shall be allowed.

For Paragraph 6 of President's Agreement—Code Reference: Section 6(a), (b), (c), (d)

No factory or mechanical worker or artisan in the North shall be paid less than 35¢ per hour for male employees and 30¢ per hour for female employees nor less than 30¢ per hour in the South for both male and female employees. Learners and apprentices during one period of 60 days' apprenticeship may be paid not less than 80% of the minimum wage and shall not comprise more than 5% of the total employees of each employer. Where female employees do substantially the same work and perform substantially the same duties as male employees they shall be paid the same rate of pay as male employees are paid for doing such work or performing such duties. This paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on the basis of a time rate or on piecework performance. The South is hereby defined as comprising North Carolina, Georgia, Florida, Alabama, Tennessee, Arkansas, Mississippi, Louisiana, Oklahoma, Texas, and South Carolina.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 1129-1-14

RELEASE No. 716-B

NON-FERROUS HOT WATER TANK MANUFACTURING INDUSTRY**For Paragraph 3 of President's Agreement—Code Reference: Article III A, Subsection 4 b**

Factory or mechanical workers or artisans (other than engineers, firemen, repair crews and watchmen) shall not be employed for more than 40 hours per week. In the case of engineers, firemen, and repair crews, there shall be allowed a tolerance of 10%.

For Paragraph 6 of President's Agreement—Code Reference: Article III A, Subsection 4 c

No factory or mechanical worker or artisan (other than watchmen) shall be paid less than 40¢ per hour. Watchmen shall be paid not less than \$16 per week. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 507-11

RELEASE No. 612-E

NON-METROPOLITAN PUBLISHING-PRINTING AND PRINTING INDUSTRY

For Paragraph 1 of the President's Agreement

Publisher-printers and printers shall not employ any person under the age of 16 years (except (a) those who are able without impairment of health to deliver or sell newspapers during the now established hours of such work where such work does not interfere with the hours of day school. (b) Those between 14 and 16 years of age may be employed (but not in mechanical or manufacturing duties) and not to exceed three hours a day and those hours between 7 a.m. and 7 p.m. in such work as will not interfere with hours in day school.

For Paragraph 2 of the President's Agreement

Publisher-printers and printers shall not work any accounting, clerical, office, and service or sales employees (except outside salesmen or watchmen) in any office or department for more than 40 hours in any one week, provided, however, that not more than three employees may be employed in each establishment not more than 48 hours in any one week.

For Paragraph 3 of the President's Agreement

Publisher-printers and printers shall not employ any factory or mechanical worker or artisan, including any proprietors, members of their families, supervisors, and foremen, for more than 40 hours per week in mechanical work, averaged over 4 weeks' period, provided, however, that they shall not be employed more than 48 hours in any one week.

For Paragraph 4 of President's Agreement

The maximum hours fixed shall not apply to professional persons employed in their profession (within which class may be included reporters receiving \$25 or more per week); nor to employees in a managerial or executive capacity who now receive \$35 per week. The maximum hours fixed shall not apply to employees on emergency maintenance and repair work; nor to employees in very special cases where restrictions of hours of highly skilled workers on continuous processes would unavoidably reduce production, but in any such special case at least time and one third shall be paid for hours worked in excess of the maximum. The requirements as to hours

and wages shall be observed except in a case of a contract in effect on or before July 1st, 1933, and still remaining in full force and effect, and which cannot be revised except by mutual consent.

For Paragraph 5 of President's Agreement

Publisher-printers and printers shall not pay any nonmechanical employees less than \$15 per week in any city of over 500,000 population or in the immediate trade area of such a city; nor less than \$14.50 per week in any city between 250,000 and 500,000 population or in the immediate trade area of such city; nor less than \$14 per week in any city of between 25,000 and 250,000 population or in the immediate trade area of such city; nor less than \$13 per week in any city of between 5,000 population and 25,000 population or in the immediate trade area of such city; and in towns of less than 5,000 population, wages shall be increased, by not less than 20%, provided, that this shall not require wages in excess of \$12 per week and provided, further, that persons learning the business during the first twelve months service in the industry, office and/or errand boys, comprising in all not more than one for each twenty employees and in establishments of over twenty comprising not more than 5% of all employees in such establishment, shall receive not less than 20¢ per hour. Population for the purposes used herein shall be determined by the 1930 Federal Census.

For Paragraph 6 of President's Agreement

Publisher-printers and printers shall not pay any factory, mechanical worker, or artisan less than 40½¢ per hour, unless the hourly rate for the same class of work on July 15, 1929 was less than 40¢ per hour, in which latter case they shall be paid not less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour; provided, that apprentices (who shall comprise not more than one for twenty employees and in establishments of over twenty, not more than 5% of the total number of employees) during their first three years service in the industry, may be paid not less than 20¢ per hour. Wages for part-time shall be computed at proportional rates per week, not lower than the prescribed minimum rates. It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether an employee is compensated on the basis of a time rate or piecework performance. In no event shall the weekly wage be less than that which employees received on July 1st, 1933 for the same work.

For Paragraph 14 of President's Agreement

During the period of this agreement, a publisher-printer or printer in any city or town where there is a shortage of labor in any of the classes mentioned, which shortage will create great and unavoidable hardship, may, in a petition approved by the National Editorial Association, obtain a stay of the requirements of the maximum hour provisions, pending an investigation by the National Recovery Administration, if he agrees to abide by the decision of such investigation. Employees shall have the right to organize and bargain collectively through representatives of their own choosing, and shall be free from interference, restraint, or coercion of employers of labor or their agents, in the designation of such representatives or self

organization or in other concerted activities for the purpose of collective bargaining or other mutual aid or protection; no employee and no one seeking employment shall be required as a condition of employment to join any company union or to refrain from joining, organizing, or assisting a labor organization of his own choosing; and employers shall comply with the maximum hours of labor, minimum rates of pay, and other conditions of employment, approved or prescribed by the President. Nothing in this agreement shall be construed as an abridgement of the freedom of the press as guaranteed by the first amendment to the Constitution of the United States.

For Paragraphs 1, 2, 3, 4, 5, 6, and 14 of the President's Reemployment Agreement

NOTIONS

See Ribbon and Notion Novelty Industry.

NOVELTIES

See Ribbon and Notion Novelty Industry.

CODE NO. 226-1-06

RELEASE NO. 296-B

NOVELTY CURTAIN, DRAPERY, BEDSPREAD, AND NOVELTY PILLOW MANUFACTURING INDUSTRY

Definition.—The term "The Industry" means and includes the business of manufacturing novelty curtains, draperies, bedspreads, and novelty pillows.

The term "Member of the Industry" means and includes any person, firm, association, or corporation using or hiring equipment to perform the operation of making piece goods into novelty curtains, draperies, bedspreads, and novelty pillows by cutting up and/or sewing together.

Substitute Provisions.—On and after the effective date, the wages that shall be paid by any employer to factory or mechanical workers or artisans shall be not less than the wage of \$13.00 per week for forty hours, or 32½¢ per hour.

On and after the effective date of the Code no employer shall employ any employee (except as hereinafter provided) in excess of forty hours per week and in excess of eight hours in any one day. On and after the effective date the maximum hours of labor or repair shop crews, engineers, electricians, firemen and watchmen, except in case of emergency work, shall be forty hours a week with a tolerance of 10%. Any emergency time shall be reported monthly to the planning and fair practice agency provided for in Article IV, Section 2 of the Code through the Association. The maximum hours of labor for office employees in the industry shall be an average of forty hours per week over each period of 60 days, but in no week during such period more than forty-eight (48) hours nor more than eight hours in any one day. These provisions shall not apply to

outside salesmen. It is agreed that this paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on the basis of a time rate or on piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 1743-9-03

RELEASE No. 425-A

OFFICE BUILDING INDUSTRY

For Paragraphs 2 and 3 of President's Agreement—Code Reference:
Article II, Section 1

All employees (other than watchmen) shall not be employed more than 48 hours in any one week.

For Paragraphs 5 and 6 of President's Agreement—Code Reference: Section 3

Employees shall be paid not less than at the rate of \$15.00 per week in the North and \$14.00 per week in the South in any city of over 500,000 population, or in the immediate trade area of such city, nor less than \$14.50 per week in the North and \$13.50 per week in the South, in any city of between 250,000 and 500,000 population or in the immediate trade area of such city, nor less than \$14.00 per week in the North or \$13.00 per week in the South in any city of less than 250,000 population or in the immediate trade area of such city; provided, however, that those who are employed principally in cleaning, shall be paid not less than 20¢ per hour in the South. The South is defined to include Maryland, Alabama, Louisiana, Arkansas, Virginia, West Virginia, North Carolina, South Carolina, Georgia, Mississippi, Oklahoma, Tennessee, Kentucky, Florida, Texas.

For Paragraphs 2, 3, 5, and 6 of the President's Reemployment Agreement

CODE No. 1301-1-02

RELEASE 312-C

OFFICE EQUIPMENT MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Paragraph 14

Employees not covered by Paragraph 13 of the code (except outside salesmen and watchmen) receiving less than \$35.00 per week shall not be employed in any place or manner for more than 40 hours in any one week averaged over a five weeks' period; provided, however, that such employee may not be employed more than 48 hours in any one week, nor more than eight hours in any one day. The limitations of this paragraph shall not apply to department foremen.

For Paragraph 3 of President's Agreement—Code Reference: Paragraph 13

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over a 10 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any one week nor more than eight hours in any one day, except in the case of firemen and repair crews, where there

shall be a 10% tolerance on any 40-hour week. The limitations of this paragraph shall not apply to service men engaged in outside work away from the manufacturing plant.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

OFFICE SUPPLIES

See Specialty Accounting Supply Manufacturing Industry.

CODE No. 146-03

RELEASE No. 660-D

OLEOMARGARINE INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article VII, Section 5 (a)

Employees (other than factory workers, mechanical workers, artisans, outside salesmen, or watchmen), shall not be employed more than 40 hours per week, average over a six weeks period; provided, however, that such employees shall not be employed more than 48 hours per week.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference: Article VII, Section 5 (b), (c)

Factory or mechanical workers or artisans (except truckmen and chauffeurs) shall not be employed more than a maximum week of 40 hours, averaged over an eight weeks period; provided, however, that such employees shall not be employed more than 44 hours per week, nor more than 10 hours in any one day, nor more than 16 hours in any two consecutive days; provided further, that in the case of firemen, engineers, and electricians, there shall be allowed a tolerance of 10% over the 40 hours per week.

Truckmen and chauffeurs shall not be employed more than 48 hours per week.

For Paragraph 6 of President's Agreement—Code Reference: Article VII, Section 6 (b)

Male factory, mechanical workers, or artisans, shall not receive less than 40¢ per hour; female employees shall not receive less than 30¢ per hour; provided, however, that where female employees do substantially the same work or perform substantially the same duty as male employees they shall receive the same rate of pay as male employees receive for doing such work or performing such duties.

This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance. Apprentices may be em-

ployed for a period not to exceed 6 months at 80% of the above hourly rate provided their number does not exceed 5% of the total number employed in the establishment.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

OIL

See Coconut Oil Refining and Processing Industry.

See Corn Oil Packing Industry.

See Linseed Oil Manufacturing Industry.

See Olive Oil Packing Industry.

OILCLOTH

See Table Oilcloth Manufacturing Industry.

OLIVES

See Imported Green Olive Industry.

CODE No. 146-05

RELEASE No. 795-C

OLIVE OIL PACKING INDUSTRY

For Paragraph 3 of P.R.A.

ARTICLE IV

SECTION 1.—No factory or mechanical worker or artisan may be employed more than 40 hours per week, nor more than 8 hours per day.

OPERATORS

See Gas Operating Utility.

OPTICIANS

See Retail Optical Industry.

CODE No. 1031-8-03

RELEASE No. 410-M

OPTICAL WHOLESALE TRADE

For Paragraph 2 of President's Agreement—Code Reference: Section III, Paragraphs (a), (b), (c)

Employees (except factory or mechanical workers, artisans, outside salesmen, and employees in a supervisory capacity receiving over \$35.00 per week), shall not be employed in any place or manner more than 40 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Section III, Paragraphs (a), (b), (c)

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours.

For Paragraph 6 of President's Agreement—Code Reference: Section II, Paragraphs (a), (b), (c)

Employees in this industry shall not receive less than \$16.00 per week, except learners who shall receive not less than 80% of the minimum herein prescribed; and provided further, that this class of employee shall not exceed one such learner to each six other employees per each employer. The minimum rate herein prescribed shall not apply to messengers, who shall, however, receive not less than \$12.00 per week. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

ORES

See Aluminum Industry.

CODE No. 1702-23

RELEASE No. 716-C

OUTDOOR ADVERTISING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III, Section 5

No factory or mechanical worker or artisan shall be employed for more than 40 hours per week inside nor more than 40 hours per week averaged over a 4 weeks period outside and in the latter case, not more than 48 hours in any week. No inside worker shall be employed more than 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Article III, Section 3

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour in the North in cities of over 25,000 population nor less than 35¢ per hour in the North in cities of less than 25,000 population. No factory or mechanical worker or artisan shall be paid less than 35¢ per hour in cities of over 25,000 population in the South nor less than 30¢ per hour in cities of less than 25,000 population in the South. Apprentices during one period of 60 days apprenticeship may be paid not less than 80% of the minimum wage and shall not comprise more than 5% of the total number of employees of each employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on piecework performance. The South is defined as follows: Louisiana, Mississippi, Tennessee, Alabama, Florida, Georgia, South Carolina, North Carolina, Virginia, West Virginia, Kentucky, Arkansas, Texas, and Oklahoma.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

OUTERWEAR*See Knitted Outerwear Manufacturing Industry.*

CODE No. 1150-02

RELEASE No. 775-C

OXY-ACETYLENE MANUFACTURING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Section III**

Employees (other than factory or mechanical workers or artisans, watchmen, and outside salesmen) shall not be employed for more than 40 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Section III

Factory or mechanical workers or artisans (other than supervisory employees receiving \$35 or more per week, and engineers, firemen, repairmen, and truck drivers) shall not be employed for more than 40 hours per week, nor more than 8 hours per day. In the case of engineers, firemen, electricians, and repairmen there shall be allowed a tolerance of 10%. Truck drivers shall not be employed for more than 48 hours per week.

For Paragraph 6 of President's Agreement—Code Reference: Section II

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour in the New York metropolitan area, nor less than 35¢ per hour elsewhere. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement**OXYGEN***See Oxy-Acetylene Manufacturing Industry.*

CODE No. 117-13

RELEASE No. 612-N

OYSTER GROWERS AND DEALERS INDUSTRY**For Paragraph 3 of President's Agreement—Code Reference: Article II, Paragraphs (e) and (f)**

Factory or mechanical workers or artisans (which class includes employees engaged in opening or shucking oysters except workers on oyster boats) shall not be employed more than 44 hours per week averaged over a 6 weeks' period: provided, however, that such employees shall be employed not more than 48 hours per week; and provided, further, that workers on oyster boats may be employed for not more than 52 hours of productive labor per week. Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first 6 months of 1933.

For Paragraph 6 of President's Agreement—Code Reference: Article II, Paragraph (g)

Factory or mechanical workers or artisans (other than openers or shuckers of oysters) shall not receive less than 30¢ per hour in the

North Atlantic and Pacific Coast Divisions, of the United States, nor less than 25¢ per hour in the Middle Atlantic, South Atlantic, and Gulf States Divisions of the United States. Employees engaged as openers or shuckers shall not receive less than 4½¢ per United States standard liquid quart of opened oyster meats (including juice), nor less than 20¢ per gallon, when based on dry measure. "Piecework rates shall be such that at the average rate of performance pieceworkers shall not earn less than the minimum rate hereabove specified."

The various divisions of the United States are defined as follows:

Pacific Coast Division: California, Oregon, and Washington.

North Atlantic Division: Massachusetts, Rhode Island, Connecticut, New York, New Jersey, and Delaware.

Middle Atlantic Division: Maryland, Virginia, and North Carolina.

South Atlantic and Gulf States Division: South Carolina, Georgia, Florida, Alabama, Mississippi, Louisiana, and Texas.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 117-11

RELEASE No. 517-D.D.

OYSTER SHELL CRUSHERS INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Section Three, Paragraph (c)

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, averaged over an 8 weeks' period; provided, however, that such employees shall not be employed more than 48 hours per week, nor more than 8 hours per day.

For Paragraph 6 of President's Agreement—Code Reference: Section Three, Paragraph (c)

Factory or mechanical workers or artisans shall not receive less than 30¢ per hour in the northern area of the United States, nor less than 25¢ per hour in the southern area of the United States.

The southern area of the United States is defined as follows: Texas, Louisiana, Mississippi, Alabama, Florida, Georgia, North Carolina, and South Carolina.

It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 121-04

RELEASE No. 323-A

PACIFIC COAST DRIED FRUIT INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Paragraph 4 (b)

Employees (except factory, or mechanical workers, artisans, outside salesmen, buyers, and watchmen) shall not be employed in any place or manner more than 40 hours per week. The hours of any store or service operation shall not be reduced to below 52 hours in

any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case not to reduce such hours at all.

For Paragraph 3 of President's Agreement—Code Reference: Paragraph 4 (c)

No factory, or mechanical worker, artisan, or packing-house worker, shall be employed more than a maximum of 44 hours per week, averaged over a six months' period; provided, however, that such employees shall not be employed more than 48 hours in any one week, or more than 8 hours in any one day.

For Paragraph 4 of President's Agreement—Code Reference: Paragraph 4 (d)

The maximum hours fixed in paragraph 4 (b) and (c), shall not apply to employees in establishments employing not more than two persons in towns of less than 2,500 population which towns are not part of a larger trade area; nor to employees in a managerial, supervisory, or executive capacity, who now receive more than \$25 per week; nor to employees on emergency maintenance and repair work; nor to very special cases where restrictions of hours of highly skilled workers on continuous processes would unavoidably reduce production, but in any such special case, at least time and one third shall be paid for hours worked in excess of the maximum. Population for the purposes of the agreement shall be determined by reference to the 1930 Federal census.

For Paragraph 6 of President's Agreement—Code Reference: Paragraph 4 (f)

Factory, or mechanical workers, or artisans, or packing-house workers, shall not receive less than 35¢ per hour; provided, however, that special classes of employees doing light work as sorting, checking, preparing, handling small-consumers' packages, etc., shall not receive less than 30¢ per hour.

Apprentices are to be limited to a 60-day period of apprenticeship and shall not exceed 5% of the total number of employees of each employer, and further shall be paid during the period of apprenticeship not less than 80% of the above minimum wages.

For Paragraphs 2, 3, 4, and 6 of the President's Reemployment Agreement

PACKAGE

See Can Manufacturing Industry.

CODE NO. 122-05

RELEASE NO. 883-C

PACKAGE CEREAL FOOD MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Paragraphs (1), (3), of Article V

Employees (other than factory or mechanical workers, artisans, outside salesmen, watchmen, and research workers), shall not be employed in any place or manner more than 40 hours per week, averaged over a 60-day period.

For Paragraph 3 of President's Agreement—Code Reference: Paragraphs (2) and (3), Article V

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over a 60-day period. Engineers, electricians, foremen, bolters, grinders, roll tenders, carton machinery mechanics, and the immediate assistants of these classes of employees shall be allowed a tolerance of 10% based upon the maximum herein prescribed. Employees in the class of carton machinery mechanics shall not exceed 6 in any one plant of this industry. Employees in the class of grain handlers shall not be employed more than 40 hours per week, averaged over a 60-day period.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CODE No. 698-2-22

RELEASE No. 329-D

PACKAGED MEDICINE MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: 4-A

No factory employee, mechanical worker, or artisan, shall be employed more than forty hours per week.

For Paragraph 6 of President's Agreement—Code Reference: 4-B

No factory or mechanical worker or artisan shall be paid less than 40 cents per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case such employees shall not be paid less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour; provided, that learners and apprentices shall be paid not less than 80 percent of the minimum and their total number shall not exceed 10 per cent of the total number of employees employed in any one establishment. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 1399-30

RELEASE No. 716-E

PACKAGING MACHINERY MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article VIII

Employees (other than outside service men, who receive \$35 or more per week and are employed on emergency work in consumer's plants, outside salesmen, factory or mechanical workers or artisans) shall not be employed for more than 40 hours per week, averaged over a one month's period; provided, however, that such employees shall not be employed for more than 48 hours in any week.

For Paragraph 3 of President's Agreement—Code Reference: Article VIII

Factory or mechanical workers or artisans (other than assembly men, designers, electricians, engineers, firemen, and maintenance and repair men) shall not be employed for more than 40 hours per week. In the case of engineers, electricians, firemen, and repair and mainte-

nance crews, there shall be allowed a tolerance of 10%. Assembly men and designers may be employed for not more than 48 hours per week. Any time over 8 hours per day and 40 hours per week shall be considered overtime.

For Paragraph 6 of President's Agreement—Code Reference: Article VII

No factory or mechanical worker or artisan shall be paid less than 40 cents per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case they shall not be paid less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour. Overtime shall be paid for at the rate of time and one half. Learners or apprentices during one 60-day period of apprenticeship may be paid not less than 80% of the minimum wage and they shall comprise, when more than one, not more than 5% of the total number of employees of each employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

PADDING

See Batting and Padding Industry.

CODE No. 619-I-03

RELEASE No. 180-G

**PAINT, VARNISH, AND LACQUER MANUFACTURING
INDUSTRY**

(a) Employers in The Industry, excepting as to their employees in retail stores which are already covered by another code or agreement, shall not work any accounting, clerical, office, or delivery employee in any office, or in any other place or manner, except outside salesmen and watchmen, janitors, or other caretakers, more than 1,088 hours in any 26-week period. (This is the equivalent of a maximum week of 40 hours for 20 weeks and a maximum week of 48 hours for 6 weeks within a period of 6 months.)

(b) Employers in The Industry shall not work any factory or mechanical worker or artisan except supervisory staff and employees engaged in the preparation, care, and maintenance of plant, machinery, and facilities of and for production more than a maximum week of 40 hours with the right to work a maximum week of 48 hours in any 6 weeks within a period of 6 months.

(c) The maximum hours fixed in the foregoing Paragraphs (a) and (b) shall not apply to employees in a managerial, executive, or other capacity who receive \$35.00 per week or more.

(d) Employers in The Industry shall not pay any of the classes of employees covered by Paragraph (a) less than \$15.00 per week in any city of over 500,000 population, or in the immediate trade area of such city; nor less than \$14.50 per week in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$14.00 per week in any city of between 2,500 and 250,000 population, or in the immediate trade area of such city;

and in towns of less than 2,500 population employers shall increase all wages not less than 20 percent, provided that this shall not require wages in excess of \$12.00 per week. Population for the purposes of this Code shall be determined by reference to the 1930 Federal Census.

(e) Employers in The Industry shall not pay any employee of the classes covered by Paragraph (b) less than 40 cents per hour to adult male employees, or less than 35 cents per hour to female employees and male employees under 18 years of age unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case not to pay less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour. It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on piecework performance.

(f) The provisions of this article shall not apply to any employee partially incapacitated through age or otherwise who has served not less than ten years in the continuous employment of the employer, provided that the number so excepted shall not exceed five percent of the total employees of the employer, and provided that each employer may have at least one such employee, and provided further that the minimum wage paid to such employees shall not be less than 30 cents per hour.

(g) No person under the age of 16 shall be employed in the Industry.

For Paragraphs 2, 3, 4, 5, and 6 of the President's Reemployment Agreement

PAPER

See Crepe Paper Industry.

See Fluted Cup, Pan Liner, and Lace Paper Manufacturing Industry.

See Folding Paper Box Manufacturing Industry.

See Food Dish and Paper Plate Manufacturing Industry.

See Glazed and Fancy Paper Manufacturing Industry.

See Gumming Industry.

See Label Manufacturing Industry.

See Loose Leaf Manufacturing Industry.

See Stationery, Tablet, and School Paper Manufacturing Industry.

See Waterproof Paper Manufacturing Industry.

See Wax Paper Manufacturing Industry.

See Vegetable Parchment Paper Manufacturing Industry.

CODE NO. 405-1-04

RELEASE NO. 300-G

PAPER AND PULP MANUFACTURING INDUSTRY

ARTICLE IV

SEC. 4. No factory or mechanical workers or artisans except research employees and wood's labor (subject to terms of Lumber

Code) shall work more than eight (8) hours in any day or an average of more than forty (40) hours per week in any period of four (4) consecutive weeks.

In this connection it shall be understood that the word "maximum" appearing as the fourth word in line twelve (12), paragraph four (4), of the President's Reemployment Agreement as printed in Bulletin #3, National Recovery Administration, shall refer to the forty (40) hour week as included in this proposed substitution.

ARTICLE IV

SECTION 1. On and after the effective date of this Code, the minimum wage that shall be paid by employers in the industry to any of their employees except apprentices during a six (6) weeks' apprenticeship and wood's labor (subject to terms of Lumber Code) shall be—

"(a) Northern Zone, which shall consist of all of the territory of the United States Except the States named in subdivision (b). Male Labor 35 cents per hour. Female labor 30 cents per hour.

"(b) Southern Zone, which shall consist of the States of Delaware, Maryland, Virginia, West Virginia, Kentucky, Tennessee, North Carolina, the District of Columbia, South Carolina, Georgia, Florida, Alabama, Mississippi, Louisiana, Arkansas, and Texas. Male labor 32½ cents per hour. Female labor 30 cents per hour."

The above minimum wages shall not in any way be considered as a discrimination by reason of sex and where in any case women do substantially the same work or perform substantially the same duties as men they shall receive the same rate of wages as men receive for doing such work or performing such duties.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 406-04

RELEASE No. 1940

PAPER BOARD MANUFACTURING INDUSTRY

"The Maximum number of working hours of all employees engaged in the production of paperboard shall be eight hours a day and forty hours per week. Employees may be employed for such additional hours in any week as shall be necessary for maintenance of equipment, provided such additional hours shall be permissible only with respect to employment on equipment which is not in operation.

"Such maximum hours of labor shall not apply in cases of emergency for protection of property."

For Paragraph 3 of the P.R.A.

In this connection it shall be understood that the word "maximum" appearing as the fourth word in line twelve, paragraph 4, of the President's Reemployment Agreement as printed in Bulletin #3, National Recovery Administration, shall refer to the 40-hour week as included in this proposed substitution.

CODE No. 406-03

RELEASE No. 186-C

PAPER BOX MANUFACTURING INDUSTRY

To substitute for Paragraph 3 of the President's Reemployment Agreement the following paragraphs of the proposed Code:

"1. a. During a fixed period of six consecutive months, the average maximum hours that any employee may work shall not exceed 40 hours per week.

"b. During peak periods of business incident to this Industry, the hours per employee per week may be increased to, but not exceeding, 48 hours per week."

In this connection, it shall be understood that any time in excess of 40 hours shall be paid for at time and one third.

It shall be further understood that the word "maximum" appearing as the fourth word in line twelve, Paragraph 4 of the President's Reemployment Agreement as printed in Bulletin #3, National Recovery Act, shall refer to the 40-hour week as included in this proposed substitution.

To change the wording of Paragraph 6, President's Reemployment Agreement, to read as follows:

"Not to pay any employee of the classes mentioned in Paragraph 3 less than 40¢ per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour. In the latter case not to pay less than the hourly rate on July 15, 1929, *and the minimum rate of pay for the least skilled worker employed in this Industry shall be 32½¢ per hour, except that in the Southern Division, it shall be 30¢ per hour.*

In this connection, the term "Southern Division" shall be interpreted as defined in the Constitution and Bylaws of the National Paper Box Manufacturers Association.

CODE No. 1608-02

RELEASE No. 574-E

PAPER DISC MILK BOTTLE CAP MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III, Sections 1 and 2

Factory or mechanical workers or artisans (other than cleaners and truck drivers) shall not be employed more than 40 hours per week, nor more than 8 hours per day. Cleaners shall not be employed more than 44 hours per week. Truck drivers shall not be employed more than 48 hours per week. Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first 6 months of 1933. Apprentices or learners are to be limited to one 60-day period of apprenticeship, and shall not exceed 5% of the total number of employees and, further, shall be paid during the period of apprenticeship not less than 80% of the prescribed minimum wage.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 405-09

RELEASE No. 467-F

PAPER DISTRIBUTING TRADE**For Paragraph 2 of President's Agreement—Code Reference: Article IV,
Section 2**

Employees (other than factory or mechanical workers or artisans or outside salesmen or watchmen) shall not be employed more than 40 hours per week averaged over a two months' period; provided, however, that such employees shall not be employed for more than 48 hours per week, nor more than 8 hours per day; provided, further, that drivers may be employed 48 hours per week.

The hours of any store or service operation shall not be reduced to below 52 hours per week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

**For Paragraph 6 of President's Agreement—Code Reference: Article IV,
Section 2**

Factory or mechanical workers or artisans shall not receive less than 40 cents per hour unless the hourly rates for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case such employees shall not be paid less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour.

Apprentices or learners are to be limited to one 60-day period of apprenticeship and shall not exceed 5% of the total number of employees and further shall be paid during such period not less than 80% of the above minimum wages.

The minimum rate of pay herein prescribed establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2 and 6 of the President's Reemployment Agreement

CODE No. 408-01

RELEASE No. 517-A.A.

PAPER DRESS PATTERN INDUSTRY**For Paragraph 3 of President's Agreement—Code Reference: Article III,
Section (b)**

Factory or mechanical workers or artisans shall not be employed more than a maximum week of 40 hours, averaged over a 5 weeks' period; provided, however, that during such period there shall be allowed not more than one week, at a maximum of 48 hours, and in no event more than 8 hours in any one day. Firemen and engineers shall be allowed a tolerance of 10% based on the maximum herein prescribed.

For Paragraph 3 of the President's Reemployment Agreement

CODE NO. 407-05

RELEASE NO. 574-F

PAPER NAPKIN MANUFACTURING INDUSTRY**For Paragraph 3 of President's Agreement—Code Reference: Article III,
Sections 1 and 2**

Factory or mechanical workers or artisans (other than cleaners or truck drivers) shall not be employed more than 40 hours per week, nor more than 8 hours per day.

Cleaners shall not be employed more than 44 hours per week.

Truck drivers shall not be employed more than 48 hours per week.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

Apprentices are to be limited to one 60-day period of apprenticeship, and shall not exceed 5% of the total number of employees, and further, shall be paid during the period of apprenticeship not less than 80% of the prescribed minimum wage.

For Paragraph 3 of the President's Reemployment Agreement

CODE NO. 1724-1-10

RELEASE NO. 565-C

PARKING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Article III,
Section 4**

Office employees (other than employees in a managerial or executive capacity who now receive more than \$35 per week in the northern area of the United States and more than \$25 in the southern area of the United States, and cashiers, outside salesmen, and watchmen not rendering service to the public) shall not be employed for more than a 40-hour week averaged over a 4 weeks' period; Provided, however, that such employees may be employed for not more than 48 hours in any week.

Cashiers (those employees spending at least two thirds of their time performing cashier's duties) may be employed for not more than 48 hours per week.

Employees (other than those enumerated above, and factory or mechanical workers or artisans) shall not be employed more than 54 hours per week. Provided, however, that such employees after October 1 shall not be employed for more than 48 hours per week; and provided further, that employees engaged for one third or more of their hours of labor at filling-station work shall not be employed for more than 48 hours per week.

The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

The southern area of the United States is defined as follows: Texas, Oklahoma, Kansas, Missouri, Arkansas, Louisiana, Mississippi, Tennessee, Kentucky, Georgia, Alabama, Florida, North Carolina, South Carolina, Virginia, West Virginia, Maryland, and the District of Columbia.

**For Paragraph 3 of President's Agreement—Code Reference: Article III,
Section 5**

No factory or mechanical worker or artisan shall be employed for more than 35 hours per week.

Factory or mechanical workers or artisans are defined as employees engaged in mechanical work for one third or more of their working hours.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

PATTERNS

See Paper Dress Pattern Industry.

PARTS

See Automotive Parts and Equipment Industry.

CODE No. 136-02

RELEASE No. 1004-B

PEANUT BUTTER INDUSTRY

For Paragraph 2 of President's Agreement

Employees (other than outside salesmen not having delivery duties, watchmen, truck drivers, and factory or mechanical workers or artisans) shall not be employed for more than 40 hours per week. Watchmen shall not be employed in excess of the average number of hours per week that such employees were employed during the first six months of 1933.

Truck drivers shall not be employed for more than 48 hours per week.

For Paragraph 3 of President's Agreement

No factory or mechanical worker or artisan (other than electricians, engineers, firemen, and repair shop crews) shall be employed for more than 40 hours per week nor more than 8 hours for any one day. In the case of electricians, engineers, firemen, and repair shop crews there shall be allowed a tolerance of 10%.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CODE No. 135-04

RELEASE No. 517-D

PECAN SHELLING INDUSTRY

**For Paragraph 3 of President's Agreement—Code Reference: Article III,
Subsection 2**

No factory or mechanical worker or artisan (except watchmen) shall be employed for more than 40 hours per week: provided, however, that they may be employed for not more than 48 hours per week for 6 weeks, such 6 weeks to occur within the months of October, November, and December: provided, further, that such employees shall not be employed more than 8 hours in any one day.

**For Paragraph 6 of President's Agreement—Code Reference: Article III,
Subsection 2**

No factory or mechanical worker or artisan shall be paid less than 20¢ per hour. If the employee is compensated on a basis of piecework, the piecework rates are to be set so that the average rate paid in each establishment shall be not less than 20¢ per hour, such average to be measured over a two-week period. This establishes a guaranteed minimum group average.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 604-03

Release No. 517-0

**PERFUMES, COSMETICS, AND TOILET PREPARATIONS
INDUSTRY**

**For Paragraph 3 of President's Agreement—Code Reference: Article IV,
Section 4**

Factory or mechanical workers or artisans shall not be employed more than a week of 40 hours, provided, however, that during such period there shall be allowed not more than 4 weeks at a maximum of 48 hours per week; and, provided further, that no employee shall be employed more than 8 hours in any one day.

**For Paragraph 6 of President's Agreement—Code Reference: Article IV,
Section 7**

Employees in this industry shall not receive less than 45 cents per hour; provided that boys between the ages of 16 and 18 years shall receive not less than 35 cents per hour, and provided, further, that female employees shall receive not less than 30 cents per hour. There shall be no discrimination in wage rates between male and female employees performing the same class of work. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

PERIODICALS

See Magazine and Periodical Publishing Industry.

See Newspaper and Magazine Distributing Industry.

CODE No. 1721-01

RELEASE No. 795-H

PERSONAL FINANCE COMPANIES

For Paragraph 2 of President's Agreement—Code Reference: Article 3

Employees (other than outside representatives) shall not be employed for more than 40 hours per week, averaged over a 5 weeks' period; provided, however, that such employees shall not be employed for more than 48 hours in any week. Outside representatives, who shall not exceed 20% of the total number of employees of each employer, shall not be employed for more than 48 hours per week,

averaged over a 5 weeks' period. The hours of any personal finance establishment shall not be reduced to below the hours now obtaining.

For Paragraph 2 of the President's Reemployment Agreement

CODE No. 698-1-30

RELEASE No. 374-N

PHARMACEUTICAL AND BIOLOGICAL PRODUCTS MANUFACTURING INDUSTRY

ARTICLE V

SEC. III. Employees (except factory or mechanical workers or artisans, outside salesmen and watchmen, night custodians, research and scientific workers and such employees employed in Branch Houses, or shipping service of Home Office, distributing the product of this Industry) shall not be employed in any place or manner more than 40 hours in any one week. Employees included within the term "Branch House or shipping service of Home Office employees" shall not be employed in any place or manner more than 45 hours per week.

ARTICLE V

SEC. III. No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours.

The above maximum hours shall not apply to employees engaged in emergency operations necessitated by epidemics or other catastrophes.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

PHARMACIES

See Retail Drug Trade.

PHARMACISTS

See Retail Drug Trade.

CODE No. 1650-11

RELEASE No. 620-C

PHOTO-FINISHING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article VI

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, averaged over a three months' period; provided, however, that such employees shall not be employed more than 44 hours per week nor more than 10 hours per day. The hours of labor in excess of 8 hours per day shall be considered as overtime employment for such employees, and at least time and one third shall be paid for such overtime employment.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraphs 5 and 6 of President's Agreement—Code Reference: Article VIII

All employees shall receive not less than \$15 per week in any city of over 500,000 population, or in the immediate trade area of such city; nor less than \$14.50 per week in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$14 per week in cities or towns of less than 250,000 population, or in the immediate trade area of such cities or towns; except that the rate for the states of Virginia, North Carolina, South Carolina, Georgia, Florida, Kentucky, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Texas, Maryland and the District of Columbia, West Virginia, and Oklahoma shall be \$1 less per week than the above rates.

Population, for the purposes of this agreement, shall be determined by reference to the 1930 Federal census.

This paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3, 5, and 6 of the President's Reemployment Agreement

PHOTOGRAPHS

See Mounting and Finishing Industry.

See Photo-Finishing Industry.

CODE No. 1640-04

RELEASE No. 574-C

PIANO MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article V, Sections 3 and 4

Employees (other than factory workers, mechanical workers, artisans, watchmen, outside salesmen, outside tuners, and outside service men) shall not be employed more than 40 hours per week, averaged over one month's period; provided, however, that such employees shall not be employed more than 48 hours per week.

The hours of any store or service operation shall not be reduced to below 52 hours in any 1 week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference: Article V, Section 2

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week nor more than 8 hours per day; provided, however, that in the case of engineers, firemen, repairmen, and maintenance men there shall be allowed a tolerance of 10%.

Apprentices are to be limited to one 60-day period of apprenticeship, and shall not exceed 5% of the total number of employees, and further, shall be paid during the period of apprenticeship not less than 80% of the prescribed minimum wage.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

PICKLE PACKERS INDUSTRY

For Paragraphs 2, 3, and 4 of President's Agreement—Code Reference:
Paragraphs 2, 3, and 4

The basic work week for all employees not otherwise provided for is a maximum week of 40 hours. Factory watchmen may be employed not more than 42 hours in any one week. Power-plant employees and repairmen may be employed not more than 44 hours in any one week. Employees engaged wholly or partially in performing the functions of wholesale or retail distribution (not including those employees engaged in manufacturing or production operations) may be employed not more than 48 hours in any one week. The maximum hours' provisions shall not apply to employees in establishments employing not more than two persons in towns of less than 2,500 population, nor to technical persons employed in their profession, nor to employees in executive or managerial capacity who now receive more than \$25.00 per week, nor to employees at salting stations during the processing season (which season shall not aggregate more than 8 weeks during any one year): Provided, however, that such salting station employees are to be limited to 10% of the total number of employees employed by each employer. Population for the purpose of this agreement shall be determined by reference to the 1930 census.

For Paragraph 6 of President's Agreement—Code Reference: Paragraph 6

Food processors in California, Oregon, and Washington (or in any other states having wage regulations) shall pay employees the rate of wages prescribed by Industrial Welfare Commissions of these states and shall comply with the regulations governing women labor prescribed by such commission, but in no event shall the minimum rate basis of wages paid to either male or female employees be less than 30¢ per hour.

In other sections of continental United States processors shall not pay any employee less than the following:

(a) North of and excluding Delaware, Maryland, Virginia, West Virginia, Kentucky, Missouri, Oklahoma, New Mexico, and Arizona and the four counties in Pennsylvania of York, Lancaster, Adams, and Franklin, in towns of over 250,000 population, 30 cents; in towns of less than 250,000, 25 cents.

(b) In the states of Maryland, Delaware, and the four counties in Pennsylvania of York, Lancaster, Adams, and Franklin, in towns of over 250,000 population, 27½ cents; in towns of less than 250,000, 22½ cents.

(c) South of and including Virginia, West Virginia, Kentucky, Missouri, Oklahoma, New Mexico, and Arizona, in towns of over 250,000 population, 25 cents; in towns of less than 250,000, 20 cents.

(d) In the Territory of Hawaii processors shall pay employees not less than the minimum rate for the same class of work on July 15, 1929.

(e) Where a piecework system is employed, the total wages of those employees must at least average the minimum wage for that region.

Population for the purpose of this agreement shall be determined by reference to the 1930 Federal Census.

For Paragraphs 2, 3, 4, and 6 of the President's Reemployment Agreement

PILLOWS

See Bedding Manufacturing Industry.

See Novelty Curtain, Drapery, Bedspread, and Novelty Pillow Manufacturing Industry.

PIPES

See Smoking Pipe Manufacturing Industry.

See Vitrified Clay Sewer Pipe Manufacturing Industry.

PISTONS

See Aluminum Industry.

PLASTICS

See Casein Plastics and Related Products Industry.

PLATES

See Food Dish and Paper Plate Manufacturing Industry.

PLAYTHINGS

See Toy and Playthings Industry.

POLISH

See Mop and Polish Manufacturing Industry.

See Shoe Polish Manufacturing Industry.

POLISHING

See Buff and Polishing Wheel Industry.

See Buffing and Polishing Industry.

CODE No. 1033-1-02

RELEASE No. 323-E

PORCELAIN ENAMELING INDUSTRY

For Paragraphs 2 and 3 of President's Agreement—Code Reference:
IV (a and d)

Employers in the Porcelain Enameling Industry shall not operate on a schedule of hours of labor for their employees in excess of

40 hours per week and 8 hours per day, except executive, administrative, and supervising employees receiving more than \$35.00 per week, and outside salespeople. There shall be a 10% tolerance in the case of firemen, electricians, and engineers.

Night watchmen are exempted from the above provisions with respect to hours of labor.

For Paragraph 4 of President's Agreement—Code Reference: IV (b and c)

In cases where peak demand or breakdown places an unusual and temporary burden upon production, employees thereto may be employed a maximum of 48 hours per week for a period not to exceed 6 weeks in any 6 months' period, and in no event in excess of 8 hours per day. Provided, however, that the total time worked by any one employee during such 6 months' period shall not exceed a total of 1040 hours.

At the end of each calendar month every employer shall report to the supervising agency set up by the Porcelain Enamel Institute, in such detail as may be required, the number of man-hours worked in that month for emergency reasons, and the ratio which said emergency man-hours bears to the total number of man-hours of labor during said month.

For Paragraph 5 of President's Agreement—Code Reference: III (d)

The minimum wage which shall be paid by an employer to all employees other than those covered by paragraph III (b, c, and e) (except commissioned sales people) shall be at the rate of \$15.00 per week; provided, however, that learners may be paid not less than 80% of this minimum wage; and provided further, that the total number of employees classified as learners shall not exceed 10% of the total number of employees covered by the provisions of this paragraph.

The minimum wage that shall be paid by any employer to any person engaged in the processing of the products of the Porcelain Enameling Industry, and in labor operations directly incident thereto, shall be in accordance with the following schedule: In the Northern Section of the industry, male workers, 40¢ per hour; female workers, 35¢ per hour; in the Southern Section of the industry (as herein defined), male workers, 40¢ per hour, unless the hourly rate for that same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case not to pay less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour; female workers, 30¢ per hour, provided, however, that where female workers do substantially the same work or perform substantially the same duties, the same rate of pay shall apply to both male and female employees; provided further, however, that learners may be paid not less than 80% of such minimum wage, but the total number of such learners shall not exceed in any calendar month 10% of the total number of employees engaged in process labor by such employer.

The Southern Section of the Industry is hereby defined to include the following states: Virginia, North Carolina, South Carolina, Tennessee, Georgia, Florida, Alabama, Mississippi, Louisiana, Arkansas, and Texas.

Paragraph III (b) establishes a guaranteed minimum rate of pay per hour regardless of whether the employee is compensated on the basis of a time rate or on a piecework, bonus, or other incentive time basis.

For Paragraphs 2, 3, 4, 5, and 6 of the President's Reemployment Agreement

CODE NO. 1010-1-02

RELEASE NO. 589-A

PORTLAND CEMENT MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III, Section 2, Paragraphs a, b (1), (2), (3), (4)

No factory or mechanical worker or artisan (other than packing and shipping crews) shall be employed more than a 36-hour week averaged over a 26 weeks' period; provided, however, that such employee may be employed not more than 42 hours in any week and not more than 8 hours in any one day. In the case of packing and shipping crews such employees shall not be employed for more than a 36-hour week averaged over a 26 weeks' period; provided, however, that such employees may be employed not more than 48 hours in any week; and provided, further, that this class of employee shall comprise not more than 5% of the total employees of each employer.

For Paragraph 6 of President's Agreement—Code Reference: Article III, Section 2, Paragraphs e and f

Employees in this industry shall receive, under the conditions and circumstances indicated, not less than the following rates of pay:

Dist. No.	District	Min. Wage per hour
1	Eastern Pennsylvania, New Jersey, Maryland.....	\$0.40
2	New York, Maine.....	.40
3	Western Pennsylvania, Ohio, West Virginia.....	.40
4	Michigan.....	.40
5	Wisconsin, Illinois, Indiana, Kentucky.....	.40
	(except Jefferson and Meade Counties, Kentucky).....	.38
6	Virginia, Tennessee, Alabama, Georgia, Florida, Louisiana.....	.30
7	Eastern Missouri, Iowa, Minnesota, South Dakota.....	.40
	(except St. Louis County, Minn.).....	.37
	(except Ralls County, Mo.).....	.37
8	Western Missouri, Nebraska, Kansas, Oklahoma, Arkansas.....	.40
9	Texas.....	.30
10	Colorado, Montana, Utah, Wyoming, Idaho.....	.4
11	California.....	.40
12	Oregon, Washington.....	.40

This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

POULTRY

See Dressed Poultry—Receiving and Distributing.

See Egg and Poultry Industry.

CODE No. 1637-A-06

RELEASE No. 939-B

POULTRY EQUIPMENT MANUFACTURING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Article V**

Employees (other than factory or mechanical workers or artisans, outside salesmen, and watchmen) shall not be employed for more than 40 hours per week, averaged over a four weeks' period; provided, however, that such employees shall not be employed more than 48 hours in any week.

For Paragraph 3 of President's Agreement—Code Reference: Article V

Factory or mechanical workers or artisans (other than engineers, firemen, electricians, and repair crews) shall not be employed for more than 40 hours per week. In the case of electricians, firemen, engineers, and repair crews, there shall be allowed a tolerance of 10%.

For Paragraph 6 of President's Agreement—Code Reference: Article VI

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case they shall not be paid less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour. Learners or apprentices during one 60-day period of apprenticeship may be paid not less than 80% of the minimum wage, and they shall comprise, when more than one, not more than 5% of the total number of employees of each employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

POWDER*See Baking Powder Industry.*

CODE No. 299-I-20

RELEASE No. 702-B

POWDER PUFF MANUFACTURING INDUSTRY**For Paragraph 3 of the President's Agreement—Code Reference: Article 1, Section A**

Factory or mechanical workers or artisans shall not be employed more than a maximum week of 40 hours, or more than 8 hours in any one day; provided, however, that in the case of firemen, engineers, electricians, and employees engaged in repair and maintenance work, there shall be allowed a tolerance of 10%.

For Paragraph 6 of President's Agreement—Code Reference: Article 1, Section A

No factory or mechanical worker or artisan shall be paid less than 45¢ per hour for male employees, nor less than 30¢ per hour for female employees; provided, however, that where female employees do substantially the same work or perform substantially the same duty as male employees they shall receive the same rate of pay as

male employees receive for doing such work or performing such duties. Learners of less than four weeks' experience shall be paid not less than 80% of the minimum wages, nor shall they comprise more than 5% of the total number of employees of each employer. This paragraph established a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

POWER

See Electric Light and Power Industry.

CODE No. 199-13.

RELEASE No. 1072-A

PREPARED MUSTARD INDUSTRY

For Paragraph 3 of President's Agreement

Factory or mechanical workers or artisans shall not be employed for more than forty (40) hours per week nor more than eight (8) hours in any one day.

For Paragraph 3 of President's Reemployment Agreement

PRESERVERS

See Wood Preserving Industry.

CODE No. 199-07

RELEASE No. 517-E

PRESERVES AND MINCEMEAT MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article IX

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, averaged over a six months' period; provided, however, that such employees shall not be employed more than 48 hours per week.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 6 of President's Agreement—Code Reference: Article X

Male factory mechanical workers or artisans shall not receive less than 40¢ per hour in the northern area of the United States; female employees shall not receive less than 30¢ per hour in the northern area of the United States. Male factory mechanical workers or artisans shall not receive less than 35¢ per hour in the southern area of the United States; female employees shall not receive less than 25¢ per hour in the southern area of the United States.

Where female employees do substantially the same work or perform substantially the same duty as male employees they shall receive the same rate of pay as male employees receive for doing such work or performing such duties.

The southern area of the United States is defined as follows: North Carolina, South Carolina, Georgia, Florida, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, Texas, Virginia, West Virginia, and Kentucky.

This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 101-29

RELEASE No. 532-A

PRETZEL MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Section 2

No factory or mechanical worker or artisan shall be employed for more than a 44-hour week, averaged over a 6-weeks' period: Provided, however, that such employee may be employed for not more than 48 hours per week nor more than 8 hours per day: Provided, further, that repair crews, engineers, firemen, shipping crews, and truck drivers may be employed for 48 hours per week.

For Paragraph 6 of President's Agreement—Code Reference: Section 1

No factory or mechanical worker or artisan shall be paid less than 30¢ per hour, except learners during a 6-weeks' period shall be paid 75% of the minimum wage, and they shall comprise not over 10% of the employees employed. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on piece-work performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

PRINTING

See Book Manufacturing Industry.

See City Directory Industry.

See Non-Metropolitan Publishing-Printing and Printing Industry.

CODE No. 599-2-07

RELEASE No. 180-H

PRINTING INDUSTRY

TITLE IV—A. WORKING HOURS

To effectuate the policy of this Code of Fair Competition, maximum hours of labor shall be uniform for the whole country. Standard working hours shall be 40 hours per week for all mechanical employees, including any proprietors, supervisors, and foremen when doing mechanical work. When necessary, overtime and extra shifts

shall be permitted, provided that no mechanical employee shall work more than the maximum of 40 hours per week during the present emergency. It is not the intention of this paragraph to limit the number of days or shifts a plant may operate.

**For the following Paragraphs of the President's Reemployment Agreement:
Paragraph 3**

CODE No. 599-2-07

RELEASE No. 180-I

PRINTING INDUSTRY

Printers' League Section of the New York Employing Printers Association, Inc.

(3) Not to employ any factory or mechanical worker or artisan more than a maximum week of 40 hours until December 31, 1933, and not to employ any worker more than 8 hours in any one day, unless a minimum of time-and-a-half rates are paid for overtime.

(7) Not to reduce the compensation for employment now in excess of the minimum wages hereby agreed to.

CODE No. 614-1-01

RELEASE No. 178

PRINTING INK MANUFACTURING INDUSTRY

**For Paragraph 3 of President's Agreement—Code Reference: Article III,
Section 2**

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, averaged over a 6 weeks' period; provided, however, that such employees shall not be employed more than 48 hours per week, nor more than 8 hours per day.

For Paragraph 3 of the President's Reemployment Agreement

PROCESSES

See Coconut Oil Refining and Processing Industry.

See Textile Processing Industry.

PRODUCERS

See Quicksilver Producers Industry.

PRODUCTS

See Agrarian Consumer Products Manufacturing Industry.

See Canvas Products Industry.

See Casein Plastics and Related Products Industry.

See Copper and Brass Milling Products Industry.

See Corn Products Industry.

See Fabricated Metal Products Industry.

PRUNERS

See Cutlery Manufacturing Industry.

PUBLISHING

See Daily Newspaper Publishing.

See Magazine and Periodical Publishing Industry.

See Non-Metropolitan Publishing-Printing Industry.

PULP

See Paper and Pulp Manufacturing Industry.

CODE No. 1218-8-04

RELEASE No. 686-G

QUICKSILVER PRODUCERS INDUSTRY

For Paragraph 3 of the President's Agreement—Code Reference: Article II

Factory or mechanical workers or artisans shall not be employed for more than 40 hours per week, nor more than 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Article III

No factory or mechanical worker or artisan in the North shall be paid less than 40¢ per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case they shall not be paid less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour. No factory or mechanical worker or artisan in the South shall be paid less than 25¢ per hour. The South is defined as follows: Texas, Arkansas, Louisiana, Mississippi, Tennessee, Alabama, Florida, Georgia, South Carolina, North Carolina, Virginia, West Virginia, and Kentucky. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 1742-09

RELEASE No. 612-G

RADIO BROADCASTING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article IV, Section 3, Section 4, Paragraphs (d) and (e)

No factory or mechanical worker or artisan (other than radio operators, control men, announcers, production men, and employees on special-event programs) shall be employed more than a maximum of 40 hours per week, nor more than 8 hours in any one day. Radio operators, control men, announcers, production men, and employees engaged on special-event programs shall not be employed more than a maximum week of 48 hours.

For Paragraph 4 of President's Agreement—Code Reference: Section 4 (a)

The maximum hours fixed in the foregoing paragraphs (2) and (3) shall not apply to employees in establishments employing not more than two persons in towns of less than 2,500 population which towns are not part of a larger trade area; nor to managerial, execu-

tive, and supervisory employees and production men and announcers who receive \$35.00 or more per week; nor to very special cases where restrictions of hours of highly skilled workers on continuous processes would unavoidably reduce production; but, in any such special case, at least time and one third shall be paid for hours worked in excess of the maximum. Population for the purposes of this agreement shall be determined by reference to the 1930 Federal census.

For Paragraphs 3 and 4 of the President's Reemployment Agreement

RANGES

See Cooking and Heating Appliances Industry.

CODE No. 224-08

RELEASE No. 1035-H

RAW COTTON TRADE

For Paragraph 2 of President's Agreement

Employees (other than supervisory employees receiving \$35.00 or more per week, factory or mechanical workers or artisans, outside salesmen, outside traveling buyers) shall not be employed for more than forty (40) hours per week, nor more than eight (8) hours per day, except that during twelve (12) weeks from September 15 to December 15 they shall be permitted to work forty-eight (48) hours per week.

For Paragraph 3 of President's Agreement

Factory or mechanical workers or artisans shall not be employed for more than forty (40) hours per week nor more than eight (8) hours per day except that during twelve (12) weeks from September 15 to December 15 they shall be permitted to work forty-eight (48) hours per week.

For Paragraph 6 of President's Agreement

No factory or mechanical worker or artisan (except weighers) shall be paid less than 25¢ per hour; weighers shall be paid not less than 40¢ per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case they shall be paid not less than the hourly rate of July 15, 1929, and in no event less than 30¢ per hour. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on a basis of a time rate or piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

RAZORS

See Cutlery Manufacturing Industry.

See Safety Razor and Blade Manufacturing Industry.

RAZOR BLADES

See Safety Razor and Blade Manufacturing Industry.

REFINERS

See Brass and Bronze Smelting and Refining Industry.

See Cane Sugar Refining Industry.

See Coconut Oil Refining and Processing Industry.

See Lead Industry.

CODE NO. 1034-1-05

RELEASE NO. 306-B

REFRACTORIES INDUSTRY

Watchmen are exempted from the limitations of paragraph 2 of P.R.A.

For Paragraph 3 of President's Agreement—Code Reference: Paragraph 2, Article IV

No factory or mechanical worker or artisan shall be employed more than a maximum week of forty (40) hours, averaged over a two (2) months' period, but may be employed a maximum week of forty-eight (48) hours for any one (1) week within such two (2) months' period; provided, however, that such employees shall not be employed more than eight (8) hours in any one (1) day. Provided further, that no employees engaged in continuous burning and drying processes shall be employed more than a maximum week of forty (40) hours, averaged over a ninety (90) day period, but may be employed a maximum week of forty-eight (48) hours for any one (1) week within such ninety (90) days' period; provided, however, that such employees shall not be employed more than eight hours in any one (1) day.

For Paragraph 6 of President's Agreement—Code Reference: Paragraph 4, Article IV

Not to pay any employee of the classes mentioned in Paragraph 3 less than the hourly rates as indicated below:

	<i>Rates per hour</i>
District no. 1. Maryland, New Jersey, New York and New England States, and Pennsylvania with the exception of Pittsburgh and Salina-----	\$0.35
District no. 2. Pittsburgh and Salina, Pa., and Niles, Ohio-----	.40
District no. 3. West Virginia, Ohio, and Kentucky, with exception of Niles, Cincinnati and Portsmouth, Ohio, and Ashland and Louisville, Ky-----	.32
District no. 4. Cities of Cincinnati and Portsmouth, Ohio, and Ashland and Louisville, Ky-----	.35
District no. 5. Alabama, Georgia, and Tennessee-----	.25
District no. 6. East Chicago, Ind., and Joliet, Ill-----	.37
District no. 7. Indiana and Illinois, except the cities of East Chicago, Ind., and Joliet, Ill-----	.35
District no. 8. Missouri District, other than St. Louis and St. Louis County-----	.32
St. Louis and St. Louis County, Mo-----	.35
District no. 9. Texas-----	.25
District no. 10. Colorado, Utah, and Montana-----	.35
District no. 11. California, Washington, and Idaho-----	.35

It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or a piece-work performance.

Any rates below 32¢ per hour may be raised by the Administrator of the Code of the steel industry, when finally adopted, provides higher rates for the corresponding districts.

CODE No. 1328-09

RELEASE No. 1035-D

REFRIGERATING MACHINERY INDUSTRY**For Paragraph 2 of President's Agreement**

Employees (other than factory or mechanical workers or artisans and watchmen) shall not be employed for more than forty (40) hours per week. Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six (6) months of 1933.

For Paragraph 3 of President's Agreement

Factory or mechanical workers, or artisans (other than outside erectors, electricians, engineers, firemen, and repair maintenance crews) shall not be employed for more than thirty-five (35) hours per week, nor more than eight (8) hours in any one day. Outside erectors shall not be employed for more than forty (40) hours per week, nor more than eight (8) hours in any one day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement**REFRIGERATORS**

See Commercial Refrigerator Industry.

See Gas Appliances Manufacturing Industry.

CODE No. 1118-08

RELEASE No. 612-R

REINFORCING MATERIALS FABRICATING INDUSTRY**For Paragraph 2 of P.R.A.****SCHEDULE A, SECTION 1**

Employees (other than factory or mechanical workers, artisans, outside salesmen, and watchmen) shall not be employed more than 40 hours per week.

For Paragraph 6 of P.R.A.**SCHEDULE A, SECTIONS 4, 5, AND 6**

Employees in this industry shall be paid the following wage under the terms and conditions herein set forth:

	<i>Rate per hour</i>
1. Eastern District	\$0.35
2. Johnstown District	.37
3. Pittsburgh District	.40
4. Youngstown Valley District	.40
5. North Ohio River District	.40
6. Canton, Massillon, and Mansfield District	.37
7. Cleveland District	.40
8. Buffalo District	.38
9. Detroit-Toledo District	.40
10. South Ohio River District	.37
11. Indiana-Illinois-St. Louis District	.37
12. Chicago District	.40
13. Southern District	.25
14. Birmingham District	.27

	<i>Rate per hour</i>
15. Kansas City District.....	\$0.35
16. Duluth District.....	.37
17. Colorado District.....	.40
18. Utah District.....	.39
19. Seattle District.....	.38
20. San Francisco District.....	.37
21. Los Angeles District.....	.35

1. *Eastern district.*—Comprises that part of the United States which is north of the State of Virginia and east of a line drawn north and south through the most easterly point of Altoona, Pennsylvania; that part of the State of Maryland which is west of such line; and the Counties of Monongahela, Taylor, Preston, Randolph, Tucker, Pendleton, Grant, Mineral, Hardy, Hampshire, Morgan, Berkeley, Marion, and Harrison in the State of West Virginia.

2. *Johnstown district.*—Comprises Cambria County and the City of Altoona in the State of Pennsylvania.

3. *Pittsburgh district.*—Comprises the Counties of Warren, McKean, Forest, Elk, Clarion, Indiana, Somerset, Westmoreland, Fayette, Greene, Washington, Allegheny, Beaver, Butler, Armstrong, and Jefferson and that remaining part of the State of Pennsylvania which is west of a line drawn north and south through the most easterly point of Altoona, except the parts which are included in the Eastern, Johnstown, and Youngstown Valley Districts and including that part of the County of Clearfield west of such line.

4. *Youngstown Valley district.*—Comprises the Counties of Lawrence, Mercer, Crawford, and Venango in the State of Pennsylvania, and the Counties of Trumbull, Mahoning, and Columbiana in the State of Ohio.

5. *North Ohio River district.*—Comprises the cities along the Ohio River north of the City of Parkersburg, West Virginia, and the Counties of Belmont, Harrison, Monroe, and Jefferson in the State of Ohio and the remainder of the State of West Virginia which is not included in the Eastern and South Ohio River Districts.

6. *Clinton, Massillon, and Mansfield district.*—Comprises the remainder of the State of Ohio which is not included in the Cleveland, Youngstown Valley, Detroit-Toledo, North Ohio River, and South Ohio River Districts.

7. *Cleveland district.*—Comprises the Counties of Ashtabula, Seauga, Lake, Cuyahoga, and Lorain in the State of Ohio.

8. *Buffalo district.*—Comprises that part of the State of New York west of a line drawn north and south through the most easterly point of Altoona, Pennsylvania, and Erie County in the State of Pennsylvania.

9. *Detroit-Toledo district.*—Comprises the Counties of Seneca, Wood, Huron, Sandusky, Ottawa, Williams, Fulton, Henry, Defiance, and Lucas in the State of Ohio, and the State of Michigan.

10. *South Ohio River district.*—Comprises the State of Kentucky, the City of Parkersburg, West Virginia, and cities along the Ohio River south of said City, the Counties of Guernsey, Muskingum, Jackson, Noble, Washington, Morgan, Athens, Meigs, Vinton, Gallia, Lawrence, Scioto, Adams, Brown, Clermont, Hamilton, and Butler in the State of Ohio, and the County of Wood in the State of West Virginia.

11. *Indiana-Illinois-St. Louis district.*—Comprises all the State of Indiana, except the County of Lake; all the State of Illinois, except the Counties of Lake and Du Page and the Chicago Switching District; all of the State of Missouri, except Jackson County; all of the State of Wisconsin, except the counties of Milwaukee, Racine, and Kenosha; and the State of Iowa.

12. *Chicago district.*—Comprises the Chicago Switching District; the Counties of Lake and Du Page in the State of Illinois; the County of Lake in the State of Indiana; and the Counties of Kenosha, Racine, and Milwaukee in the State of Wisconsin.

13. *Southern district.*—Comprises all that part of the United States south of the States of Maryland, West Virginia, Kentucky, Missouri, Kansas, and Colorado and south and/or east of the State of New Mexico, but does not include the County of Jefferson in the State of Alabama.

14. *Birmingham district.*—Comprises the County of Jefferson in the State of Alabama.

15. *Kansas City district.*—Comprises the County of Jackson in the State of Missouri, and the States of Kansas and Nebraska.

16. *Duluth district.*—Comprises the States of Minnesota, South Dakota, and North Dakota.

17. *Colorado district.*—Comprises the State of Colorado.

18. *Utah district.*—Comprises the State of Utah.

19. *Seattle district.*—Comprises the States of Washington, Oregon, Idaho, Montana, and Wyoming.

20. *San Francisco district.*—Comprises the Counties of Monterey, Kings, and Tulare in the State of California and all the State of California north of these Counties and that portion of the State of Nevada north of a line drawn due east from the intersection of the Mono County, California, line and the Nevada State line.

21. *Los Angeles district.*—Comprises the Counties of Iayo, Mono, San Luis Obispo, Kern, San Bernardino in the State of California and all of the State of California south of those Counties, the portion of the State of Nevada south of a line drawn due east from the intersection of the Mono County, California, line and the Nevada State line and the States of Arizona and New Mexico.

The above terms and conditions establish a guaranteed minimum rate of pay, regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

REPRODUCTION

See Blue Print, Reproduction, and Drawing Material Industry.

CODE NO. 1728-2-11

RELEASE NO. 264-A, 387-A

RESTAURANT INDUSTRY

ARTICLE IV. MAXIMUM HOURS OF LABOR AND MINIMUM RATES OF WAGES

SECTION II. "Actual Working Hours" are defined as the periods during which an employee is required to be on duty; time out for

meals and for the interval of time between split-shifts is not to be considered as time on duty.

SEC. III. (1) The maximum actual working hours per week of any male employee in a restaurant shall be 54 hours.

(2) The maximum actual working hours per week of any female employee in a restaurant shall be 48 hours.

(3) The provisions of this section shall not take precedence over lower maximum hours set by state laws.

(4) No work week shall be longer than the shortest work week in the same job as of July 15, 1929.

SEC. IV. Split shifts are essential to successful operation and are therefore permitted. Split shifts, however, shall not involve more than two periods of active working hours; the total time involved in such working periods plus the interval of inactivity between them shall not exceed twelve hours in any one working day.

SEC. V. The above maximum actual working hours per week do not apply to administrative or supervisory executives and maintenance-department employees.

SEC. VI. No minimum hourly rate shall be less than as of July 15, 1929, and the established minimum rates of wages in addition to gratuities for employees in restaurants shall not be less than the following:

Population of Cities or Trading Areas as shown in U.S. Census of 1930:

	<i>Rate per Hour (Male and Female)</i>
1. 500,000 or more.....	\$0.28
2. 250,000 to 500,000.....	.27
3. 2,500 to 250,000.....	.26
4. Less than 2,500.....	.23
5. There shall be a reduction of 2¢ per hour in each of the above minimum rates in the following States: Alabama, Arizona, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, New Mexico, North Carolina, South Carolina, Tennessee, Texas, Virginia, and West Virginia.	

SEC. VIII. "The minimum rates and wages established in Section VI shall not be subject to deduction for meals furnished employees, unless such was the practice in the restaurant prior to June 16th, 1933, and if such was the case, the charge shall not exceed 25¢ per meal, nor \$3.00 total in any one week. Gratuities shall not be considered a part of the remuneration of any employee."

SEC. IX. In cases of emergency, when overtime in excess of established maximum actual hours of labor per week may be necessary, the overtime rate of wages in all cases shall be one and one third the established normal rate of wages.

For Paragraphs 2 and 5 of the President's Reemployment Agreement

CODE No. 1402-03

RELEASE No. 745-D

RETAIL AUTOMOTIVE MAINTENANCE INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference

Office employees (other than employees in a managerial or executive capacity who now receive more than \$35 per week in the northern area of the United States and more than \$25 per week in

the southern area of the United States and cashiers, outside salesmen, and watchmen not rendering service to the public) shall not be employed for more than a 40-hour week, averaged over a 4 weeks' period; provided, however, that such employees may be employed for not more than 48 hours in any week.

Cashiers (those employees spending at least two thirds of their time performing cashier's duties) may be employed for not more than 48 hours per week.

Employees (other than those enumerated above and factory or mechanical workers or artisans) shall not be employed more than 54 hours per week; provided, however, that such employees after October 12 shall not be employed for more than 48 hours per week, and provided, further, that employees engaged for one third or more of their hours of labor at filling-station work shall not be employed for more than 48 hours per week.

The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all. The southern area of the United States is defined as follows: Texas, Oklahoma, Kansas, Missouri, Arkansas, Louisiana, Mississippi, Tennessee, Kentucky, Georgia, Alabama, Florida, North Carolina, South Carolina, Virginia, West Virginia, Maryland, and the District of Columbia.

For Paragraph 3 of President's Agreement—Code Reference

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, averaged over an 8 weeks' period; provided, however, that such employees shall not be employed more than 48 hours in any week nor more than 8 hours in any one day.

Factory or mechanical workers or artisans are defined as employees engaged in mechanical work for one third or more of their working hours.

For Paragraph 6 of President's Agreement—Code Reference

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case they shall be paid not less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour. Learners or apprentices during one 60-day period of apprenticeship may be paid not less than 80% of the minimum wage and they shall comprise, when more than one, not more than 5% of the total number of employees of each employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 701-07

RELEASE No. 229-B

RETAIL COAL MERCHANTS

III. (1) No person under sixteen years of age shall be employed.

(2) The minimum wages per hour which shall be paid by retail coal merchants for common labor shall be as follows:

District I:	
New England States-----	\$0. 40
District II:	
New York-----	. 40
District III:	
New Jersey-----	. 40
Delaware-----	. 35
Maryland-----	. 30
District of Columbia-----	. 30
Eastern Pennsylvania-----	. 40
District IV:	
Alabama-----	. 30
North Carolina-----	. 30
South Carolina-----	. 30
Florida-----	. 30
Georgia-----	. 30
Kentucky-----	. 30
Louisiana-----	. 30
Mississippi-----	. 30
Tennessee-----	. 30
Virginia-----	. 30
West Virginia-----	. 30
District V:	
Illinois (cities over 500,000, including metropolitan trade area)-----	. 40
Illinois (remainder of state)-----	. 35
Indiana-----	. 40
Michigan-----	. 40
Ohio-----	. 40
West Pennsylvania-----	. 40
Wisconsin-----	. 40
District VI:	
Arkansas-----	. 30
North Dakota-----	. 35
South Dakota-----	. 35
Kansas-----	. 35
Iowa-----	. 35
Minnesota-----	. 35
Missouri-----	. 35
Nebraska-----	. 35
Oklahoma-----	. 30
Texas-----	. 30
District VII:	
Arizona-----	. 35
California-----	. 40
Nevada-----	. 35
Colorado-----	. 35
Idaho-----	. 35
Montana-----	. 35
Oregon-----	. 35
Utah-----	. 35
Washington-----	. 35
Wyoming-----	. 35
New Mexico-----	. 35

(3) No employee not covered by Section III (2) (except outside salesmen) shall be paid less than \$15.00 per week in any city of over 500,000 population, or in the immediate trade area of such city; nor less than \$14.50 per week in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$14.00 per week in any city of between 2,500 and 250,000 population, or in the immediate trade area of such city; and in towns of less than 2,500 population to increase all wages by not less than 20 percent, provided that this shall not require wages in excess of \$12 per week.

(4) No employee (except watchmen and outside salesmen) shall work for more than forty hours in any week, except where in emergencies it may be necessary, but the weekly hours for each employee for any thirty days' period will not exceed an average of forty hours per week; provided, that delivery men may work 48 hours per week.

(5) Under no circumstances shall any hourly rates of pay, for any class of labor, be reduced below that in effect on June 16, 1933.

(6) None of the Provisions in Article III, Section 4, shall apply to executive and supervisory employees or to skilled office employees receiving \$35 per week or more.

(7) Employees paid by the ton shall be bound to observe the maximum hours and shall be paid at a rate which will yield, at the average rate of performance for such work prevailing at the place of employment during the first six months of 1933, the established hourly rate of pay for the classification of labor performed, but not less than the minimum provided in this code in Section III (2).

For Paragraphs 1 to 6 of the President's Reemployment Agreement

CODE No. 114-16

RELEASE No. 312-H

RETAIL CONFECTIONERS

For Paragraph 2 of President's Agreement—Code Reference: Article III, Section 3

Employees other than factory, mechanical workers, or artisans (except outside salesmen) may not be employed in any place, or manner for more than 48 hours in any one week, averaged over a 12 months' period, nor more than 8 hours in any day; provided, however, that during peak periods of the Retail Confectioners Industry such employees may be employed not more than 10 hours per day, nor more than 54 hours per week, for any 2 consecutive weeks, but for not more than 6 weeks of the calendar year. Time and one third shall be paid for hours worked in excess of the maximum hours per day hereinbefore provided.

For Paragraph 2 of the President's Reemployment Agreement

CODE No. 698-2-21

RELEASE No. 329-A

RETAIL DRUG TRADE

For Paragraph 2 of President's Agreement—Code Reference: Article III

For Stores open seven (7) days per week, no employees shall be employed more than forty-eight (48) hours per week; provided, however, that no employee shall be employed more than eight (8) hours during any twenty-four (24) hour period; provided further, that male employees working as waiters shall not be employed in excess of fifty-four (54) hours per week, pending adoption of a permanent code for the restaurant industry; provided further, that the above maximum hours of labor shall not apply to registered, assistant registered, and apprentice pharmacists (meeting the requirements of the state law to become registered pharmacists). The hours of any store in service operating shall not be reduced to below

90 hours in any one week, unless such hours were less than 90 hours per week before July 1, 1933, and in the latter case not to reduce such hours at all.

For Paragraph 5 of President's Agreement—Code Reference: Article IV

Employees (except messengers engaged in delivering medicinal products and persons under 16 years of age permitted by Section 1, of the President's Reemployment Agreement) shall be paid not less than \$15 per week in the northern part of the United States, nor less than \$14 per week in the southern part of the United States, in any city of over 500,000 population, or in the immediate trade area of such city; nor less than \$14.50 per week in the northern part of the United States, nor less than \$13.50 per week in the southern part of the United States, in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$14 per week in the northern part of the United States, nor less than \$13.00 per week in the southern part of the United States, in any city of between 2,500 and 250,000 population, or in the immediate trade area of such city; and in towns of less than 2,500 population the wages shall be increased by not less than 20%; provided, however, that the wage need not be in excess of \$12 per week; provided further, that employees with less than 6 months' experience in retail stores may be paid \$2 per week less than the minimum wage provided above. The southern part of the United States is defined as follows: Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Kentucky, Maryland, District of Columbia, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, and Texas. Population for the purpose of this agreement shall be determined by reference to the 1930 Federal census.

For Paragraphs 2 and 5 of the President's Reemployment Agreement

CODE No. 122-11

RELEASE No. 517-N

RETAIL FEED DISTRIBUTING TRADE

For Paragraph 2 of President's Agreement—Code Reference: Article III, Sections 7 and 9

Employees (other than factory or mechanical workers, artisans, outside salesmen, watchmen, and delivery men) shall not be employed, in any place or manner, more than 48 hours per week; nor more than 8 hours in any 24-hour period; provided, however, that on the day preceding a legal holiday the maximum shall not exceed 10 hours per day; and, provided further, that there shall be allowed an additional 12 days in any 6 months on which days the maximum shall not exceed 10 hours per day. The hours of any store or service operation may not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 2 of the President's Reemployment Agreement

CODE NO. 120-06

RELEASE NO. 660-G

RETAIL FRUITS AND VEGETABLES**For Paragraph 2 of President's Agreement—Code Reference: Articles Third and Fourth**

Employees (other than factory or mechanical workers or artisans) shall not be employed more than 48 hours per week, nor more than 8 hours in any 24-hour period, excepting on Saturdays and days preceding legal holidays, and on an additional twelve days in any six months' period, when the daily maximum shall be 10 hours. The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 4 of President's Agreement—Code Reference: Article Fifth

The maximum hours fixed shall not apply to employees in establishments employing not more than two persons in towns of less than 2,500 population, which towns are not a part of a larger trade area; nor to employees in a managerial or executive capacity, who now receive more than \$35 per week; nor to outside salesmen; nor to employees on emergency maintenance and repair work; nor to very special cases where restriction of hours would unavoidably reduce production, but in any such special case at least time and one third shall be paid for hours worked in excess of the maximum.

For Paragraph 5 of President's Agreement—Code Reference: Article Tenth

No employee (other than factory or mechanical workers or artisans) shall be paid less than \$15 per week, in the North; nor less than \$14 per week in the South, in any city of over 500,000 population, or in the immediate trade area of such city; nor less than \$14.50 per week in the North; nor less than \$13.50 per week in the South, in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$13 per week in the North; nor less than \$12 per week in the South, in any city of between 2,500 and 250,000 population, or in the immediate trade area of such city; and in towns of less than 2,500 population, wages shall be increased by not less than 20%; provided, however, this shall not require wages in excess of \$12 per week in the North, and \$11 per week in the South; provided, further, that apprentices during one sixty-day period of apprenticeship may be paid not less than 80% of the minimum wage, and shall not comprise more than 5% of the total employees of each employer. The South is defined as the following: Virginia, West Virginia, North Carolina, South Carolina, Florida, Georgia, Kentucky, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, Texas, Maryland, and the District of Columbia. Compensation now paid in excess of the minimum wages shall not be reduced notwithstanding that the hours worked in such employment may be hereby reduced, and the pay of those above the minimum shall be increased for such employment by an equitable adjustment of all pay schedules.

For Paragraphs 2, 4, and 5 of the President's Reemployment Agreement

RETAIL JEWELRY INDUSTRY**1. MAXIMUM HOURS**

(A) No individual or organization selling jewelry at retail shall work any employee (except executives whose salaries exceed thirty-five (35) dollars per week, or skilled craftsmen requiring at least three years apprenticeship to qualify, such as engravers, watchmakers, or jewelry repair men, or other professional persons employed in their profession, or outside salesmen, and except outside deliverymen and maintenance employees who may be employed forty eight hours weekly or more, if paid time and one third for all hours over forty-eight hours weekly), for more than forty (40) hours per week, and in any event no more than 8 hours in any 24-hour period, excepting at Christmas, inventory, and other peak periods employees may work forty-eight (48) hours per week for a maximum of not to exceed six weeks in each twelve months.

(B) And not to reduce the hours of any store or service operation to below fifty-two (52) hours in any one (1) week, unless such hours were less than fifty-two (52) hours per week before July 1, 1933, and in the latter case not to reduce such hours at all.

(C) The maximum fixed in Paragraph (A) shall not apply to employees in establishments employing not more than two persons in towns of less than 2,500 population which towns are not part of a larger trade area.

(D) The maximum fixed in Paragraph (A) shall not apply to guards and watchmen employed to safeguard the assets of the retail jewelry establishment who cannot be shifted or changed during the night period.

2. MINIMUM WAGE

Retail jewelry stores shall establish minimum weekly rates of wages for the retail jewelry trade for a work week specified in Section 1 (A) as follows:

(A) Within cities of over 500,000 population (by reference to the 1930 Federal Census), or in the immediate trade area of such cities, at the rate of \$14.00 per week.

(B) Within cities of from 100,000 to 500,000 population (by reference to the 1930 Federal Census), or in the immediate trade area of such cities, at the rate of \$13.50 per week.

(C) Within villages, towns, or cities with a population of 2,500 to 100,000 (by reference to the 1930 Federal Census), unless they are included in a trade area as defined by clause (a) or (b), at the rate of \$13.00 per week.

(D) The minimum wage that shall be paid by employers in the retail jewelry trade to any of their employees shall be at the rate of one (1) dollar per week less in the Southern section of the trade than the rates specified in paragraph (a) (b) and (c) of Section 2.

The South is defined as the following states—Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Kentucky, Maryland, District of Columbia, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, Texas.

(E) In the entire United States, in villages, towns, and cities under 2,500 population, to increase all wages by not less than 20%, provided that this shall not require wages in excess of \$11.00 per week.

Except that on and after the effective date of this Code, junior employees between the ages of sixteen and eighteen years, inclusive, with less than six months' experience in any retail jewelry store, shall be paid at the rate of \$2.00 less for a work week as provided in Section 1 (A) and except that apprentice employees more than eighteen years of age with less than six (6) months' experience in any retail jewelry store shall be paid at the rate of one (1) dollar less for a work week as provided in Section 1 (A), provided that the minimum shall not be less than at the rate of \$11.00 per week.

(F) No employee receiving a wage in excess of the minimum as above stipulated shall have his wage reduced because of the adoption of the above-stipulated minimum, nor shall any employee have his wage reduced because of a change in the number of hours worked per week from a larger number to the maximum of 40 hours as above stipulated.

For Paragraphs 2, 3, 4, 5, 6, and 7 of the President's Reemployment Agreement

CODE No. 1643-07

RELEASE No. 702-F

RETAIL OPTICAL INDUSTRY

For Paragraph 2 of P.R.A.

ARTICLE VI

Employees (other than factory or mechanical workers or artisans, outside salesmen, and employees in a supervisory capacity receiving over \$35.00 per week) shall not be employed for more than 40 hours per week. The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of P.R.A.

ARTICLE VI

No factory or mechanical worker or artisan shall be employed more than 40 hours per week.

For Paragraph 6 of P.R.A.

ARTICLE VI

No factory or mechanical worker or artisan shall be paid less than \$16.00 per week, except learners who shall receive not less than 80% of the minimum herein prescribed and provided that this class of employee shall not exceed one such learner to each six other employees. The minimum rate herein prescribed shall not apply to messengers who shall receive not less than \$12.00 per week. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

CODE No. 1615-15

RELEASE No. 1060-A

RETAIL TOBACCO DEALERS**For Paragraph 2 of President's Agreement—Code Reference: Article 4**

Establishments in the Retail Tobacco Trade may elect to operate upon one of the following schedules of store hours and hours of labor:

Group A.—Any Retail Tobacco establishment may elect to remain open for business less than fifty-six (56) hours but not less than fifty-two (52) hours per week, unless its store hours were less than fifty-two (52) hours prior to June 1, 1933, in which case such establishment shall not reduce its store hours; no employee of these establishments shall work more than forty (40) hours per week, nor more than eight (8) hours per day, nor more than six (6) days per week.

Group B.—Any Retail Tobacco establishment may elect to remain open for business fifty-six (56) hours or more per week but less than sixty-three (63) hours per week; no employee of such establishment shall work more than forty-four (44) hours per week, nor more than nine (9) hours per day, nor more than six (6) days per week.

Group C.—Any Retail Tobacco establishment may elect to remain open for business sixty-three (63) hours or more per week; no employee of such establishment shall work more than forty-eight (48) hours per week, nor more than ten (10) hours per day, nor more than six (6) days per week.

The maximum-hour provision is not to apply to outside salesmen.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six (6) months of 1933.

For Paragraph 2 of the President's Reemployment Agreement

CODE No. 251-1-04

RELEASE No. 425-M

RIBBON AND NOTION NOVELTY INDUSTRY**For Paragraph 3 of the President's Agreement—Code Reference: Article I**

No factory or mechanical worker or artisan shall be employed for more than a 40-hour week averaged over an 8 weeks' period; provided, however, that such employees may be employed not more than 48 hours in any one week, nor more than 8 hours in any one day.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 139-02

RELEASE No. 574-d

RICE-MILLING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Article III, Section 1**

Employees (other than superintendent millers, engineers, warehouse foremen, and outside graders, all of whom now receive \$35.00 or more per week, and other than factory or mechanical workers or artisans, watchmen, outside salesmen, and outside buyers) shall not be employed for more than a 40-hour week averaged over a 3 months'

period: provided, however, that no such employee may be employed for more than 48 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Article III, Section 1

No factory or mechanical worker or artisan shall be employed more than 44 hours per week nor more than 8 hours per day: provided, however, that in the case of firemen and repair maintenance crews, there shall be allowed a tolerance of 10% over the maximum herein provided.

For Paragraph 6 of President's Agreement—Code Reference: Article III, Section 3

No factory or mechanical worker or artisan shall be paid less than 25¢ per hour for male employees nor less than 20¢ per hour for female employees: provided, however, that where female employees perform substantially the same duties or do substantially the same work as male employees they shall receive the same rate of pay as male employees receive for doing such work or performing such duties: provided, further, that the total number of female employees shall not exceed 5% of the total number of employees of each employer.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 250-01

RELEASE No. 410-B

ROBE MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article 3

No employee in a factory, or mechanical worker or artisan, shall be permitted to work more than forty (40) hours per week; nor shall any such employees, mechanical workers, or artisans be permitted to work more than eight (8) hours in any 1 day.

For Paragraph 3 of the President's Reemployment Agreement

RODS

See Aluminum Industry.

ROLLER BEARINGS

See Anti-Friction Bearing Industry.

CODE No. 1107-03

RELEASE No. 845-C

ROLLER AND SILENT CHAIN MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article VIII

Employees (other than executive, administrative, supervisory, and technical employees receiving \$35.00 or more per week, outside salesmen, watchmen, outside service men, and factory or mechanical work-

ers or artisans) shall not be employed for more than 40 hours per week.

Outside service men shall not be employed for more than 48 hours per week.

Watchmen shall not be employed a greater number of hours than the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 3 of President's Agreement—Code Reference: Article VIII

Factory or mechanical workers or artisans (other than electricians, engineers, firemen, and repair and maintenance crews) shall not be employed for more than 40 hours per week, nor more than 8 hours per day.

In the case of engineers, electricians, firemen, and repair and maintenance crews, there shall be allowed a tolerance of 10 percent.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

ROOFING

See Asphalt Shingle and Roofing Industry.

RUBBER

See Sheet Rubber and Related Sundried Manufacturing Industry.

SAFETY EQUIPMENT

See Industrial Safety Equipment Manufacturing Industry.

CODE No. 1108-91-903

RELEASE No. 374-P

SAFETY RAZOR AND BLADE MANUFACTURING INDUSTRY

**For Paragraph 3 of President's Agreement—Code Reference: Article IV,
Section 3**

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours; provided, however, that in the case of repair crews, shipping and outside crews, engineers, firemen, cleaners, and electricians, there shall be allowed a tolerance of 10%.

There shall be no limitation on the maximum number of hours for which watchmen may be employed.

**For Paragraph 6 of President's Agreement—Code Reference: Article IV,
Section 4**

Male factory or mechanical workers or artisans, shall be paid not less 37½¢ per hour, female employees shall be paid not less than 30¢ per hour; provided, however, that where female employees do substantially the same work or perform substantially the same duty as male employees they shall receive the same rate of pay as male employees receive for doing such work or performing such duties.

It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 299-I-19

RELEASE No. 745-I

SAMPLE CARD MANUFACTURING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Section 4**

Employees (other than factory or mechanical workers or artisans, watchmen, and outside salesmen) shall not be employed for more than 40 hours per week, averaged over a four weeks period; provided, however, that such employees shall not be employed for more than 48 hours in any week, and hours worked over 40 per week shall be considered overtime.

For Paragraph 3 of President's Agreement—Code Reference: Section 4

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, nor more than 8 hours per day, except that during any eight weeks between September 1, 1933, and January 1, 1934, they may be employed 45 hours per week, but hours worked over 40 hours per week, and over 8 hours per day, shall be considered overtime.

For Paragraph 6 of President's Agreement—Code Reference: Section 6

No factory or mechanical worker or artisan shall be paid less than 37½¢ per hour for male employees, nor less than 30¢ per hour for female employees; provided, however, that where female employees do substantially the same work or perform substantially the same duty as male employees they shall receive the same rate of pay as male employees receive for doing such work or performing such duties. Overtime shall be paid at the rate of time and one half. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 299-1-21

RELEASE No. 702-C

SANITARY WIPING CLOTH INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Article I, Section 1**

Employees (other than factory or mechanical workers or artisans, watchmen, outside salesmen, and outside buyers) shall not be employed for more than 40 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Article I, Section 1

No factory or mechanical worker or artisan (other than engineers, firemen, electricians, repair and maintenance crews, and truck drivers) shall be employed for more than 40 hours per week, nor more than 8 hours per day. In the case of engineers, firemen, electricians, and repair and maintenance crews there shall be allowed a tolerance of 10%. Truck drivers may be employed for not more than 48 hours per week.

**For Paragraph 6 of President's Agreement—Code Reference: Article I,
Section 2**

No factory or mechanical worker or artisan shall be paid less than 40 cents per hour in the North and 35 cents per hour in the South for male employees, nor less than 27½ cents per hour in the North and 22½ cents per hour in the South for female employees; provided, however, that where female employees do substantially the same work or perform substantially the same duties as male employees they shall be paid the same rate of pay as male employees are paid for doing such work or performing such duties. Learners or apprentices during one 60-day period of apprenticeship may be paid not less than 80% of the minimum wage and they shall comprise, when more than one, not more than 5% of the total number of employees of each employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piece-work performance. The "South" is hereby defined to comprise the States of Delaware, Maryland, Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Missouri, Mississippi, Tennessee, Kentucky, Alabama, Oklahoma, Texas, Arkansas, and Louisiana.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE NO. 141-1-01

RELEASE NO. 312-B

SAUSAGE CASING MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Section III

Employees other than factory, or mechanical workers, or artisans (except outside salesmen) may be employed an average of 40 hours per week but not more than 8 hours in any one day. The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case not to reduce such hours at all.

For Paragraph 3 of President's Agreement—Code Reference: Section III

No factory or mechanical worker, or artisan, shall be employed more than a maximum week of 40 hours; provided, however, that due to the exigencies of the Sausage Casing Industry, employees may exceed an average of 40 hours per week; provided, such excess shall not exceed an average of 40 hours per week, averaged over an 8-week calendar period.

For Paragraph 6 of President's Agreement—Code Reference: Section III

No factory mechanical worker or artisan shall be paid less than 40¢ per hour, and no female wage earner shall be paid less than 35¢ per hour; provided that, there will be no discrimination in wages by reason of sex, and that where women do substantially the same work or perform substantially the same duties as men, they shall receive the same rate of wages as men for doing such work or performing such duties; provided further, that any work of more than 8 hours per day, or 40 hours per week shall be paid at the rate of 1½ overtime. Apprentices (learners for the first consecutive 8

weeks) shall be limited to 5% of the total factory workers in number, and shall not receive less than 90% of the minimum wage.

It is agreed that this paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 1149-10

RELEASE No. 589-E

SAW SERVICE INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article 5, Section V

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over a 8-weeks period; provided, however, that such employee shall not be employed more than 48 hours in any week, nor more than 8 hours in any day.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 1108-1-02

RELEASE No. 229-D

SAW AND STEEL PRODUCTS MANUFACTURING INDUSTRY

Working hours.—On and after the effective date employers shall not operate on a schedule of hours:

(a) For employees engaged in the processing of products of the Saw and Steel Products Manufacturing Industry, and in labor operations directly incident thereto, in excess of 40 hours per week.

(b) For all other employees, except executives, administrative, and supervisory employees, who now receive more than \$35 per week, outside sales people or watchmen, in excess of 40 hours per week.

Provided, however, that these limitations shall not apply to those branches of the Saw and Steel Products Manufacturing Industry in which seasonal or peak demand places an unusual and temporary burden upon such branches; in such cases such number of hours may be worked as are required by the necessities of the situation, but in no case in excess of 48 hours in any one week, and the average during each six weeks' period shall not be in excess of an average of 40 hours per week.

Wages.—On and after the effective date the minimum wage that shall be paid by any employer to any male employee engaged in the Saw and Steel Products Manufacturing Industry shall be 35¢ per hour, and any female employee 30¢ per hour, provided that learners, for a period not in excess of 6 weeks, may be paid not less than 80% of such minimum wage, but the total number of such learners shall not exceed in any calendar month 5% of the total number of all employees of such employer.

The above minimum wages shall not in any way be considered as a discrimination by reason of sex and where in any case women do substantially the same duties as men they shall receive the same rate of wages as men receive for doing such work or performing such duties.

The above specified rates establish a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a rated performance basis.

Nat later than ninety (90) days after the effective date the Saw and Steel Products Manufacturing Industry shall report to the Administrator through the Executive Committee of the Saw Manufacturers Association of the United States the action taken by all employers in adjusting the hourly wage rates for all employees receiving more than minimum rates provided in Section 1 of this Article.

For Paragraphs (2) to (6) of the President's Reemployment Agreement

CODE No. 1330-1-01

RELEASE No. 374-R

SCIENTIFIC APPARATUS INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Paragraph 3, Subheading 2

No factory or mechanical worker or artisan shall be employed for more than a maximum week of 40 hours nor more than 8 hours in any one day.

For Paragraph 3 of the President's Reemployment Agreement

SCISSORS

See Cutlery Manufacturing Industry.

CODE No. 1134-1-01

RELEASE No. 490-C

SCRAP IRON AND STEEL INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article II, Section 1

Employees (other than factory or mechanical workers or artisans, watchmen, outside salesmen, outside buyers, and truck drivers) shall not be employed for more than 40 hours per week; provided, however, that truck drivers shall not be employed more than 48 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Article II, Section 1

No factory or mechanical worker or artisan (except foremen receiving \$35.00 or more per week and crane operators, engineers, firemen, and repair and maintenance crews) shall be employed more than 40 hours per week, nor more than 8 hours in any one day; provided, however, that in the case of crane operators, engineers, firemen, repair and maintenance crews, a tolerance of 10% shall be allowed.

For Paragraph 6 of President's Agreement—Code Reference: Article II, Section 2

No factory or mechanical worker or artisan shall be paid less than 37½ cents per hour, except in the Birmingham District, comprising

the County of Jefferson, State of Alabama, where the minimum rate shall be 27 cents per hour, and the Southern District, comprising that part of the United States south of but not including the States of Maryland, West Virginia, Kentucky, and Missouri, and including the States of Texas and Oklahoma, where the minimum rate shall be 25 cents per hour. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

SCYTHES

See General Tool and Implement Manufacturing Industry.

SEALS

See: Gummed Label and Embossed Seal Manufacturing Industry.

CODE No. 1203-1-03

RELEASE No. 453-C

SECONDARY ALUMINUM AND ITS ALLOYS MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article 4

Employees (other than factory or mechanical workers or artisans or outside salesmen or watchmen) shall not be employed more than 40 hours per week, averaged over any 4-week period; provided, however, that such employees shall not be employed more than 48 hours in any one week. The hours of any store or service operation may not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case not to reduce such hours at all.

For Paragraph 3 of President's Agreement—Code Reference

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, averaged over a 13-week period; provided, however, that such employees shall not be employed more than 48 hours in any one week, nor more than 10 hours in any one day, nor more than 16 hours in any consecutive two days; provided further, that time and one third shall be paid for all hours worked in excess of 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Article 4

Factory or mechanical workers or artisans shall be paid not less than 35¢ per hour. The minimum rate of pay herein prescribed establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

SEED TRADE

For Paragraph 2 of President's Agreement—Code Reference: Section III

Employees (other than factory or mechanical workers or artisans, watchmen, and outside salesmen) shall not be employed for more than a 40-hour week averaged over a 6 weeks' period, provided, however, that such employees may be employed for not more than 48 hours per week, nor more than 8 hours in any one day. The hours of any store or service operation shall not be reduced to below 52 hours in any one week; unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference: Section III

No factory or mechanical worker or artisans shall be employed more than a 40-hour week, provided, however, that in the case of engineers and firemen a 10% tolerance shall be allowed, and provided further, that growers and truck drivers may be employed not more than 48 hours per week. If employees must remain over the 8-hour period to receive products from those in line at the end of the day, time and one third shall be paid.

For Paragraph 6 of President's Agreement—Code Reference: Section III

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour to male employees in the North, nor less than 30¢ per hour to female employees in the North, except in towns of less than 50,000 where the female employees shall receive not less than 25¢ per hour; nor less than 30¢ per hour for male employees in the South, nor less than 25¢ per hour for female employees in the South. The South is defined to comprise those states East of the Mississippi River, South of the Ohio River and Potomac River, and also Louisiana, Texas, and Arkansas. Where female employees do substantially the same work or perform substantially the same duty as male employees, they shall receive the same rate of pay as male employees receive for doing such work or performing such duties. Where compensation is on a piecework basis the average compensation of all those engaged in any particular piecework operation shall not be less than the minimum rates established.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

SERUM

See Anti-Hog-Cholera Serum and Hog-Cholera Virus Manufacturing Industry.

See Pharmaceutical and Biological Products Manufacturing Industry.

SERVICES

See Saw Service Industry.

SEWING MACHINE MANUFACTURING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Section 3**

Employees (other than factory or mechanical workers or artisans or outside salesmen and watchmen) shall be employed not more than 40 hours per week; provided, however, that delivery service and repair men, all retail store employees at Christmas, inventory, or other peak periods, not to exceed three weeks in each six months, may be employed 48 hours per week. The hours of any store or service operation shall not be reduced to below 52 hours in any 1 week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case not to reduce such hours at all.

For Paragraph 3 of President's Agreement—Code Reference: Section 3

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, nor more than 8 hours per day; provided, however, that in the case of power-plant engineers, firemen, electricians, or repair crews, there shall be allowed a tolerance of 10%.

For Paragraph 5 of President's Agreement—Code Reference: Section 4

Employees (other than factory or mechanical workers or artisans) of the retail stores of the industry shall be paid not less than the following minimum weekly wages: (1) In the northern area of the United States not less than \$14 per week, in the southern area of the United States not less than \$13 per week, in any city of over 500,000 population or in the immediate trade area of such city; (2) in the northern area of the United States not less than \$13.50 per week, in the southern area of the United States not less than \$12.50 per week, in any city of between 100,000 and 500,000 population or in the immediate trade area of such city; (3) in the northern area of the United States not less than \$13 per week, in the southern area of the United States not less than \$12 per week, in any village, town or city of less than 100,000 population or in the immediate trade area of such city.

The southern area of the United States is defined as follows: Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Kentucky, Maryland, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, and Texas.

Employees in such retail stores between the ages of 16 and 18 years, inclusive, with less than six months' experience shall be paid at a differential of \$2 less, based upon the minimum wages herein prescribed for the respective classes of population; provided, however, that such employees shall be paid not less than \$11 per week.

Apprentices, over 18 years, in such retail stores shall not exceed 5% of the total number of employees of the industry, and shall be paid at a differential of \$1 less, based upon the minimum wages herein prescribed for the respective classes of population; provided, however, that such employees shall be paid not less than \$11 per week.

Employees (other than factory or mechanical workers or artisans) not employed in retail stores shall be paid not less than the minimum wages enumerated in paragraph 5 of the President's Reemployment Agreement.

For Paragraph 6 of President's Agreement—Code Reference: Section 4

Factory or mechanical workers or artisans shall receive not less than 40¢ per hour; provided, however, that such employees in any city under 100,000 population shall receive not less than 35¢ per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than the minimum herein prescribed for each class, in which latter case not to pay less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour.

Apprentices and learners shall not exceed 5% of the total number of employees, and further, shall be paid during such period not less than 80% of the above minimum wages.

The minimum rate of pay herein prescribed establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, 5 and 6 of the President's Agreement

SHEARS

See Cutlery Manufacturing Industry.

CODE No. 1135-03

RELEASE No. 410-F

SHEET METAL DISTRIBUTING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Section 3, Article VII**

Employees (except factory or mechanical workers, artisans, outside salesmen and watchmen, and outside delivery men) shall not be employed in any place or manner more than 40 hours per week, nor more than 8 hours in any one day; provided, however, that such employee may not be employed more than 48 hours per week for any 3 weeks during any 6 months' period.

For Paragraph 3 of President's Agreement—Code Reference: Section 3, Article VII

No factory or mechanical worker, or artisan, shall be employed more than a maximum week of 40 hours, nor more than 8 hours in any one day; provided, however, that such employee may be employed not more than 48 hours in any 3 weeks during any 6 months' period.

For Paragraph 6 of President's Agreement—Code Reference: Paragraphs (a), (b), (c), (d), (e), of Section 4, Article VII

Employees engaged in this industry shall not receive less than \$14 per week when the place of employment is in a city, or in the immediate trade area of such city, having a population of more than 500,000; nor less than \$13.50 per week when the place of employment is in a city, or in the immediate trade area of such city having a population of from 100,000 to 500,000; nor less than \$13 per week when the place of such employment is in a city, or in the immediate trade area of such city, having a population of from 2,500 to 100,000. The minimum wage herein prescribed shall be reduced \$1.00 per week

in the Southern section of the trade area of this industry. The Southern section of the trade area of this industry is defined as the following States: Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Kentucky, Maryland, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, and Texas. In any city, town, or village of the United States whose population is less than 2,500, the wages of all employees in this industry shall be increased not less than 20%; provided, however, that this shall not require wages in excess of \$11 per week in such cities, towns, or villages. Junior employees in this industry between the ages of 16 and 18 years inclusive, having less than six months' experience in this industry, shall be paid at a rate of \$2.00 per week less than the minimum wage prescribed for such period of six months; and apprentice employees more than 18 years of age with less than six months' experience in this industry shall be paid at the rate of \$1.00 per week less than the minimum wage prescribed for such period of six months; provided, that this class of employees shall not receive less than a minimum rate of \$11 per week.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE NO. 899-1-01

RELEASE NO. 312-D

SHEET RUBBER AND RELATED SUNDRIES MANUFACTURING INDUSTRY

For Paragraphs 3 of President's Agreement—Code Reference: Paragraph 2, Section IV

(A) No factory, mechanical worker, or artisan, shall be employed more than a maximum week of forty (40) hours; nor shall such employees be employed more than (8) hours in any one day, except that in the case of repair crews, engineers, firemen, electricians, stock and shipping clerks, and outside crews, there shall be allowed a tolerance of 10 percent.

(B) Maximum hours limitation shall not apply to watchmen or cleaners.

For Paragraph 6 of President's Agreement—Code Reference: Paragraph 3, Section IV

(A) Factory or mechanical workers or artisans shall be paid not less than forty (40) cents per hour, or at the rate of \$16 for a forty-hour week; provided however, that male wage earners between 16 and 18 years of age, and female wage earners shall be paid not less than 30¢ per hour, or at the rate of \$12 for a forty (40) hour week; Provided however,

(B) That where, in any case, women do substantially the same work, or perform substantially the same duties as men they shall receive the same rate of wages as men receive for doing such work, or performing such duty.

(C) It is agreed that this paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on a basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

SHEET STEEL FARM EQUIPMENT INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article V

Employees (other than factory or mechanical workers or artisans, watchmen and outside salesmen) shall not be employed for more than forty (40) hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Article V

Factory or mechanical workers or artisans (other than engineers, electricians, firemen, and repair crews) shall not be employed for more than forty (40) hours per week. In the case of engineers, firemen, electricians, and repair crews there shall be allowed a tolerance of 10%.

For Paragraph 6 of President's Agreement—Code Reference: Article VI

No factory or mechanical worker or artisan shall be paid less than forty (40) cents per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case they shall be paid not less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour. Learners or apprentices during one sixty-day period of apprenticeship, may be paid not less than 80% of the minimum wage and they shall comprise, when more than one, not more than 5% of the total number of employees of each employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of President's Reemployment Agreement

SHELLAC

See Bleached Shellac Industry.

SHELLERS

See Pecan Shelling Industry.

See Oyster Shell Crushers Industry.

SHELVES

See Business Furniture, Equipment, and Supply Industry.

SHINGLES

See Asphalt Shingle and Roofing Industry.

SHOE LACE AND BRAID MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement

Employees (other than factory or mechanical workers, or artisans, and watchmen) shall not be employed for more than forty (40) hours

per week. Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six (6) months of 1933.

For Paragraph 3 of President's Agreement

Factory or mechanical workers or artisans (other than engineers, electricians, firemen, repair-shop crews, and truck drivers) shall not be employed for more than forty (40) hours per week, nor more than eight (8) hours in any one day. In the case of engineers, electricians, firemen, and repair-shop crews, there shall be allowed a tolerance of 10%. Truck drivers shall not be employed for more than forty-eight (48) hours per week, nor more than eight (8) hours in any one day.

For Paragraph 6 of President's Agreement

Factory or mechanical workers or artisans shall be paid not less than thirty-two and one half (32½¢) cents per hour in the North, nor less than thirty (30) cents per hour in the South. Apprentices during one sixty (60) day period of apprenticeship may be paid not less than 80% of the minimum wage, and they shall comprise, when more than one, not more than 5% of the total number of employees in each establishment.

The "South" is defined as Delaware, Maryland, West Virginia, Virginia, North Carolina, South Carolina, Florida, Georgia, Alabama, Tennessee, Kentucky, Mississippi, Louisiana, Arkansas, Missouri, Oklahoma, and Texas.

For Paragraphs 2, 3, and 6 of President's Reemployment Agreement

CODE No. 322-01

RELEASE No. 565-B

SHOE LAST MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article IV, Section 2

No factory or mechanical worker or artisan (except watchmen) shall be employed more than a maximum week of 40 hours, averaged over a 4 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any week, nor more than 8 hours in any day.

For Paragraph 6 of President's Agreement—Code Reference: Article IV, Section 1

Employees in this industry shall not receive less than 35 cents per hour. Apprentices shall receive not less than 80% of the minimum herein prescribed for a period not to exceed 60 days and this class of employee shall not exceed 5% of the total employees in any plant. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE NO. 621-1-01

RELEASE NO. 574-B

SHOE AND LEATHER FINISHES AND CEMENTS MANUFACTURING INDUSTRY**For Paragraph 3 of President's Agreement—Code Reference: Article 4, Section 4**

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week averaged over a one-month period, provided, however, that such employees shall not be employed more than 44 hours per week, nor more than 8 hours per day; provided further, that in the case of engineers, firemen, drivers, maintenance and repair crews there shall be allowed a tolerance of 10%. Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 3 of the President's Reemployment Agreement

CODE NO. 1399-28

RELEASE NO. 716-A

SHOE MACHINERY MANUFACTURING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Article III**

Employees (other than outside service employees, watchmen, and factory or mechanical workers, or artisans) shall not be employed for more than 40 hours per week. Outside service employees shall not be employed for more than 48 hours per week; provided, however, that outside service employees, who receive \$35.00 or more per week, and are engaged on emergency repair work shall not be employed for more than 48 hours per week, averaged over a 3 months' period.

For Paragraph 3 of President's Agreement—Code Reference: Article III

Factory or mechanical workers or artisans shall not be employed for more than 40 hours per week; provided, however, that during seasonal or peak demand or break-down such employees may be employed 48 hours per week; but hours worked in excess of 40 hours per week and 8 hours per day shall be considered overtime and each such employee shall be limited to 32 hours of overtime in any 6 months' period; provided, further, that in the case of engineers, firemen, repair and outside crews, and cleaners there shall be allowed a 10% tolerance. There shall be no hour limitation on highly skilled testers, who receive \$35.00 or more per week, but such testers as a class shall not constitute more than 3% of the total number of employees of each employer.

For Paragraph 6 of President's Agreement—Code Reference: Article II

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour for male employees and 35¢ per hour for female employees; provided however, that where female employees do substantially the same work or perform substantially the same duties as male employees, they shall be paid the same rate of pay as male employees are paid for doing such work or performing such duties. Learners or apprentices during one 60-day period of apprenticeship may be paid not less than 80% of the minimum wage and they shall

comprise, when more than one, not more than 5% of the total number of employees of each employer. Overtime shall be paid at the rate of time and one third.

For Paragraphs 2, 3, and 6 of President's Reemployment Agreement

CODE NO. 621-02

RELEASE NO. 589-F

SHOE POLISH MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article IV

Employees (other than factory workers, mechanical workers, artisans, outside salesmen, and watchmen) shall not be employed more than 40 hours per week, averaged over a one month's period; provided, however, that such employees shall not be employed more than 44 hours per week in any week.

The hours of any store or service operation shall not be reduced to below 52 hours in any 1 week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference: Article IV

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, nor more than 8 hours per day; provided, however, that in the case of engineers, electricians, repair-shop crews, and firemen, there shall be allowed a tolerance of 10%.

For Paragraph 6 of President's Agreement—Code Reference: Article III

Male factory or mechanical workers or artisans shall not receive less than 37½¢ per hour. Female factory or mechanical workers or artisans shall not receive less than 30¢ per hour; provided, however, that where female employees do substantially the same work or perform the same duty as male employees they shall receive the same rate of pay as male employees receive for doing such work or performing such duties.

This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of President's Reemployment Agreement

CODE NO. 1329-1-01

RELEASE NO. 342-G

SHOVEL, DRAGLINE, AND CRANE MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Paragraph (b), Section 1

Employees, except factory, mechanical workers, or artisans, outside salesmen, and watchmen, shall not be employed in any place or manner more than 40 hours per week, averaged over an 8 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any one week nor more than 8 hours in any one day.

**For Paragraph 3 of President's Agreement—Code Reference: Paragraph (a),
Section 1**

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over an 8 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any one week nor more than 8 hours in any one day.

**For Paragraph 6 of President's Agreement—Code Reference: Paragraph (a),
Section 2**

Employees mentioned in Paragraph (a) Section 2, engaged in factory, mechanical or artisan work, shall not receive less than 35¢ per hour, unless the hourly rate for the same class of work on July 15, 1929, was less than 35¢ per hour, in which latter case not to pay less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

SHOVELS

See General Tool and Implement Manufacturing Industry.

CODE No. 202-11

RELEASE No. 1004-A

SHOWER CURTAIN MANUFACTURING INDUSTRY

**For Paragraph 3 of President's Agreement—Code Reference: Section 4, 2 (a)
and (d)**

No factory or mechanical worker or artisan (other than electricians, engineers, firemen, and repair workers) shall be employed for more than 40 hours per week. In the case of engineers, electricians, firemen, or repair workers, there shall be allowed a tolerance of 10%.

For Paragraph 6 of the President's Agreement—Code Reference: Code 202-11

No factory or mechanical worker or artisans shall be paid less than 35¢ per hour.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 1639-07

RELEASE No. 775-A

SILO MANUFACTURING INDUSTRY

For Paragraph 2 of P.R.A.

ARTICLE III

SEC. (b). Employees (other than factory or mechanical workers or artisans, watchmen, and salesmen) shall not be employed for more than 40 hours per week, averaged over a 4 weeks' period; provided, however, that such employee shall not be employed for more than 48 hours in any week.

For Paragraph 3 of P.R.A.**ARTICLE III**

SEC. (b). Factory or mechanical workers or artisans (other than field service men, firemen, engineers, electricians, and repair crews) shall not be employed for more than 40 hours per week, averaged over a 3 months' period; provided, however, that such employees shall not be employed for more than 48 hours in any week, nor more than 8 hours in any one day. In the case of firemen, engineers, electricians, and repair crews there shall be allowed a tolerance of 10%. Field service men shall be exempt from the hours' provision until October 1, 1933, and thereafter shall not be employed for more than 40 hours per week, averaged over a 3 months' period; provided, however, that such employees shall not be employed for more than 48 hours in any week, nor more than 8 hours in any one day.

For Paragraph 6 of P.R.A.**ARTICLE IV**

No factory or mechanical worker or artisan shall be paid less than 40 cents per hour in cities of 25,000 population or over, nor less than 35 cents per hour in cities of under 25,000 population. Learners or apprentices, during one 60-day period of apprenticeship, may be paid not less than 80% of the minimum wage and they shall comprise, when more than one, not more than 5% of the total number of employees of each employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

SILVER

See Silverware Manufacturing Industry.

CODE No. 1223-1-02

RELEASE No. 745-G

SILVERWARE MANUFACTURING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference**

Employees (other than factory or mechanical workers or artisans, outside salesmen, and watchmen) shall not be employed for more than 40 hours per week.

For Paragraph 3 of President's Agreement—Code Reference

Factory or mechanical workers or artesans shall not be employed for more than 40 hours per week, nor more than 8 hours per day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CODE No. 1122-1-05

RELEASE No. 517-B

SLIDE FASTENER MANUFACTURING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Section 3**

Employees (other than factory or mechanical workers or artisans) shall not be employed for more than a 40-hour week averaged over

a 4 weeks' period; provided, however, that such employee may be employed for not more than 48 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Section 4

No factory or mechanical worker or artisan shall be employed for more than a 40-hour week averaged over an 8 weeks' period: provided, however, that where additional trained employees are not available, employees may be employed between now and November 30th not more than 48 hours a week nor more than 8 hours in any one day.

The maximum-hours provision shall not apply to employees in establishments employing not more than two persons in towns of less than 2,500 population, which towns are not part of a larger trade area, nor to employees (a) in a managerial, executive, supervisory, or in capacity of sole responsibility and receiving more than \$35.00 per week; nor to (b) highly skilled employees, restriction of whose working hours would unavoidably restrict production—including such as are engaged in development, manufacture, repair, maintenance or operation of machinery, equipment or facilities used, or to be used, in the employer's own plant, not to exceed 15% of the total employees; and the hours of their employment shall not exceed 48 in any one week. Nor to (c) employees engaged in emergency, maintenance, or repair work.

For employees in classes (b) and (c) time in excess of 40 hours in any one week shall be considered overtime. The Industry will endeavor to secure and/or train additional skilled employees looking toward the restriction of hours of employees in class (b) above, to a 40-hour maximum week within a period of six months.

For Paragraph 6 of President's Agreement—Code Reference: Section 6

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case they shall be paid not less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour. The "hourly rate" for a class of work on piece-rate pay on July 15, 1929, shall be the base rate for that class of work on July 15, 1929; i.e., the rate per hour on which the piece rate in effect on that class of work on July 15, 1929, was based and set.

Overtime shall be paid at the rate of time and one third, or rate and one third, as the case may be.

Learners shall be paid not less than 80% of the minimum in their class of work, for a period not to exceed 60 days, and they shall not comprise more than 5% of the total employees employed; also, watchmen shall be paid not less than 80% of the minimum.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE NO. 229-04

RELEASE NO. 565-L

SLIT FABRIC MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article V—Section (e)

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, nor more than 8 hours per day.

**For Paragraph 6 of President's Agreement—Code Reference: Article V—
Section (d)**

Factory or mechanical workers or artisans in this Industry shall not receive less than 32½¢ per hour when the place of such employment is in the North; nor less than 30¢ per hour when the place of such employment is in the South. The "South" shall be understood to be the States of Virginia, Tennessee, North Carolina, South Carolina, Georgia, Florida, Alabama, Mississippi, Louisiana, and Texas; the "North" shall be understood to be all other States. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

SMELTERS

See Aluminum Industry.

See Brass and Bronze Smelting and Refining Industry.

See Lead Industry.

CODE No. 1651-02

RELEASE No. 374-M

SMOKING PIPE MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article 5

No factory or mechanical worker or artisan shall be employed for more than a maximum week of 40 hours nor more than 8 hours in any one day.

For Paragraph 3 of the President's Reemployment Agreement

SNUFF

See Cigarette, Chewing, and Smoking Tobacco and Snuff Industry.

CODE No. 623-03

RELEASE No. 620-D

SOAP AND GLYCERINE MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article V

Employees (other than factory or mechanical workers or artisans, watchmen, and outside salesmen) shall not be employed more than a 40-hour week averaged over a 4 weeks' period; provided, however, that such employees may be employed for not more than 48 hours in any week.

For Paragraph 3 of President's Agreement—Code Reference: Article VI

No factory or mechanical worker or artisan (except engineers and firemen) shall be employed for more than a 40-hour week averaged over a 4 weeks' period; provided, however, that such employee may

be employed for not more than 48 hours in any week. In the case of engineers and firemen there shall be allowed a tolerance of 10%. Any hours worked over 8 hours per day shall be considered overtime.

For Paragraph 6 of President's Agreement—Code Reference: Article IX

No factory or mechanical worker or artisan in the North shall be paid less than 40¢ per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case they shall receive not less than the hourly rate of pay on July 15, 1929, and in no event less than 30¢ per hour. No factory or mechanical worker or artisan in the South shall be paid less than 35¢ per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 35¢ per hour, in which latter case they shall be paid not less than the hourly rate of pay on July 15, 1929, and in no event less than 25¢ per hour. Learners or apprentices during a 60-day period of apprenticeship may be paid not less than 80% of the minimum wage and shall comprise not more than 5% of the total number of employees. Overtime shall be paid at the rate of time and one third. Where female employees do substantially the same work or perform substantially the same duties they shall be paid the same rate of pay as male employees are paid for doing such work or performing such duties. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on piecework performance. The Southern area is hereby defined to include North Carolina, South Carolina, Tennessee, Arkansas, Georgia, Alabama, Mississippi, Louisiana, Texas, Florida.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

SODA FOUNTAINS

See Restaurant Industry.

CODE No. 112-1-02

RELEASE No. 467-C

SODA-WATER FLAVORING MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article IV, Section 4

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, nor more than 8 hours per day.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 102-07

RELEASE No. 646-A

SOFT DRINK INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Paragraph IV

Employees (other than factory or mechanical workers or artisans, outside salesmen, truck drivers, and route deliverymen) shall not be employed for more than a 40-hour week, averaged over a one

month's period; provided, however, that such employees shall not be employed for more than 48 hours in any week. The hour provision shall not apply to truck drivers and route deliverymen until November 5, 1933, from which date forward truck drivers and route deliverymen shall not be employed for more than 48 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Paragraph IV

No factory or mechanical worker or artisan shall be employed for more than a 40-hour week, averaged over a two months' period; provided, however, such employee shall not be employed for more than 48 hours in any week nor more than 8 hours in any one day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CODE No. 1122-1-01

RELEASE No. 565-M

SOLID SECTION STEEL WINDOW MANUFACTURING INDUSTRY

**For Paragraph 3 of President's Agreement—Code Reference: Article V,
Section 1 (hours only)**

No factory or mechanical worker or artisan (except watchmen) shall be employed more than a maximum week of 36 hours, averaged over a 4 weeks' period; provided, however, that such employee shall not be employed more than 42 hours in any week nor more than 8 hours in any day.

For Paragraph 3 of the President's Reemployment Agreement

SOLVENTS

See Steam Solvent Naval Stores Manufacturing Industry.

SPECIALTIES

See Advertising Specialty Industry.

CODE No. 501-I-04

RELEASE No. 589-C

SPECIALTY ACCOUNTING SUPPLY MANUFACTURING INDUSTRY

**For Paragraph 2 of President's Agreement—Code Reference: Article II,
Section E**

Employees (other than mechanical workers, factory workers, artisans, outside salesmen and watchmen, maintenance and protective crews) shall not be employed more than 40 hours per week; provided, however, that in the case of maintenance and protective crews there shall be allowed a tolerance of 144 hours per year. The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference: Article II, Section E

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week nor more than 8 hours per day, except that in the case of maintenance and protective crews there shall be allowed a tolerance of 144 hours per year.

For Paragraph 6 of President's Agreement—Code Reference: Article II, Section E

Male factory or mechanical workers or artisans shall not receive less than 40 cents per hour, female employees shall receive not less than 30 cents per hour; provided, however, that where female employees do substantially the same work or perform substantially the same duty as male employees they shall receive the same rate of pay as male employees receive for doing such work or performing such duties. Apprentices, learners, office boys and girls, and casual employees shall not exceed 5% of the total number of employees and, further, shall be paid not less than 80% of the above minimum wages. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 142-01

RELEASE No. 374-O

SPICE MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Section 3

No factory or mechanical worker or artisan (except shipping employees) shall be employed more than a maximum week of 40 hours, and in the case of shipping employees a tolerance of 10% shall be allowed.

For Paragraph 6 of President's Agreement—Code Reference: Section 3

Factory or mechanical workers or artisans shall be paid not less than 40 cents per hour for unskilled female employees in the North, and 35 cents per hour for unskilled male employees and 25 cents per hour for unskilled female employees in the South, which is defined as comprising the states of North Carolina, South Carolina, Georgia, Florida, Tennessee, Alabama, Mississippi, Virginia, Arkansas, Louisiana, Oklahoma, and Texas; provided, however, that where female employees do substantially the same work or perform substantially the same duties as male employees are paid for doing such work or performing such duties. It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on a basis of a time rate or on piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

STARCH

See Cornstarch Packing Industry.

CODE No. 1136-01

RELEASE No. 410-J

STANDARDIZED SHOP ASSEMBLED METAL TANK MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Paragraph 4 of Article 3

No factory or mechanical worker or artisan (except employees in a supervisory capacity receiving more than \$35.00 per week) shall be employed more than a maximum week of 40 hours. Engineers, electricians, and firemen shall be allowed a 10% tolerance based on the maximum herein prescribed.

For Paragraph 6 of President's Agreement—Code Reference: Paragraph 5 of Article 3

Employees engaged in factory, mechanical, or artisan work shall not receive less than 30 cents per hour, except learners and apprentices, which class of employee shall receive not less than 80% of the minimum herein prescribed for a period not to exceed 6 weeks, and shall not exceed, as a class, more than 5% of the total employees of any employer.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

STATIONERY

See Commercial Stationery Industry.

See Wholesale Stationery Industry.

CODE No. 409-1-03

RELEASE No. 565-F

STATIONERY, TABLET, AND SCHOOL PAPER MANUFACTURING INDUSTRY

For Paragraph 3 of P.R.A.

Maximum Hours of Labor.—Factory or mechanical workers or artisans (except truck drivers) shall not be employed more than 40 hours per week, averaged over 8 weeks; provided, however, that such employees shall not be employed more than 48 hours per week nor more than 9 hours per day; provided, further, that in the case of repair crews, engineers, electricians, and firemen there shall be allowed a tolerance of 2 hours per week over the 40 hours per week. The hours of labor for such employees in excess of 40 hours per week shall be considered as overtime employment.

Truck drivers shall not be employed more than 48 hours per week.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 6 of P.R.A.

Minimum Wages.—Factory or mechanical workers or artisans shall not receive less than 32½¢ per hour in the northern section of the United States nor less than 30¢ per hour in the southern section of the United States.

The southern section of the United States is defined as follows: Virginia, West Virginia, North Carolina, South Carolina, Georgia,

Florida, Kentucky, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Texas, and Oklahoma.

Compensation for overtime shall be at a rate not less than time and one third.

This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

CODE No. 622-03

RELEASE No. 1054-A

STEAM SOLVENT NAVAL STORES MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Labor Provisions

Employees (other than factory or mechanical workers or artisans, outside salesmen, and watchmen) shall not be employed for more than forty (40) hours per week. Watchmen shall not be employed in excess of the average number of hours per week such employees were employed during the first six (6) months of 1933.

For Paragraph 3 of President's Agreement—Code Reference: Labor Provisions

Factory or mechanical workers or artisans shall not be employed for more than forty (40) hours per week or more than eight (8) hours per day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CODE No. 699-18

RELEASE No. 745-A

STEARIC ACID INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Section G

Employees (other than factory or mechanical workers or artisans, watchmen, and outside salesmen) shall not be employed for more than 40 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Section G

Factory or mechanical workers or artisans (other than foremen, chemists, and laboratory technicians, receiving \$35 or more per week, and engineers, firemen, repair men, truck drivers, and still men) shall not be employed for more than 40 hours per week. Still men shall not be employed for more than 48 hours per week. Employees shall not be employed in excess of 8 hours per day. In the case of engineers, firemen, and repair men there shall be allowed a tolerance of 10%. Truck drivers shall not be employed for more than 48 hours per week.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

STEEL

See Saw and Steel Products Manufacturing Industry.

See Scrap Iron and Steel Industry.

See Sheet Steel Farm Equipment Industry.

See Solid Section Steel Window Manufacturing Industry.

CODE No. 504-06

RELEASE No. 745-E

STEEL AND COPPER PLATE ENGRAVING INDUSTRY**For Paragraph 3 of President's Agreement—Code Reference: Section G**

Factory or mechanical workers or artisans shall not be employed for more than 40 hours per week, averaged over an 8 weeks' period; provided, however, that such employees shall not be employed for more than 48 hours in any week nor more than 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Section E

No factory or mechanical worker or artisan shall be paid less than 40 cents per hour for male employees nor less than 30 cents per hour for female employees; provided, however, that where female employees do substantially the same work or perform substantially the same duties as male employees they shall be paid the same rate of pay as male employees are paid for doing such work or performing such duties. Learners or apprentices during one 60-day period of apprenticeship may be paid not less than 80% of the minimum wage, and they shall comprise, when more than one, not more than 5% of the total number of employees of each employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piece-work performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

STEEL GOODS*See General Tool and Implement Manufacturing Industry.*

STEEL OFFICE FURNITURE*See Business Furniture, Equipment, and Supply Industry.*

CODE No. 1144-1-01

RELEASE No. 509-E

STEEL PLATE FABRICATING INDUSTRY**For Paragraph 3 of P.R.A.**

ART. V, Paragraphs (1) and (2): No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over a four-months' period; provided, however, that such employee shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 1129-I-14

RELEASE No. 612-I

STEEL TUBULAR AND FIREBOX BOILER MANUFACTURING INDUSTRY**For Paragraph 3 of P.R.A.**

Paragraph XI: No factory or mechanical worker or artisan shall be employed more than 35 hours per week, averaged over an 8 weeks'

period; provided, however, that such employee shall not be employed more than 8 hours in any one day. In the case of firemen, electricians, engineers, repair and plant maintenance employees, there shall be allowed a tolerance of 10%.

There shall be no limitation on the maximum number of hours for which watchmen may be employed.

For Paragraph 6 of P.R.A.

Paragraph X: Factory or mechanical workers or artisans shall not receive less than 35¢ per hour; provided, however, that employees in the states of Virginia, North Carolina, South Carolina, Georgia, Florida, Alabama, Mississippi, Louisiana, and Tennessee shall not receive less than 30¢ per hour. The minimum rate of pay herein prescribed establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on a basis of a time rate or on piecework performance.

CODE No. 1142-2-03

RELEASE No. 387-C

STEEL WAREHOUSE INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Par. (a), Sec. 3 of Article IV

Employees (other than factory or mechanical workers or artisans, outside salesmen, watchmen, and outside delivery men) shall not be employed for more than a 40-hour week; provided, however, that such employees may be employed for not more than 48 hours in any three weeks during any six-months period, but not more than 8 hours in any one day and provided further, that outside delivery men may be employed for not more than 48 hours per week. No "distributor" shall reduce the hours of any warehouse or service operation to below 52 hours per week unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference: Par. (a), Sec. 3 of Article IV

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours; provided, however, that such employee may be employed for not more than 48 hours in any three weeks during any six months' period but not more than 8 hours in any one day and, provided further, that maintenance employees may be employed for not more than a 48-hour week nor more than 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Section 4 of Article IV

Employees shall not receive less than 37½ cents per hour when the place of such employment is in a city or in the immediate trade area of such city having a population more than 500,000; nor less than 36¼ cents per hour when the place of employment is in a city or in the immediate trade area of such city having a population between 250,000 and 500,000; nor less than 35 cents per hour when the place of such employment is in a city or in the immediate trade

area of such city having a population less than 250,000. Learners shall not be paid less than 80% of the minimum wage, and such period shall not exceed 6 weeks; nor shall this class of employees exceed 5% of the total employees of any employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on piece-work performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 503-01

RELEASE No. 532-E

STEREOTYPE DRY-MAT INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article IV, Paragraph (f)

Employees (other than factory or mechanical workers, artisans, outside salesmen, and watchmen) shall not be employed more than 40 hours per week, averaged over a 4 weeks' period; provided, however, that 48 hours shall not be exceeded in any week.

For Paragraph 3 of President's Agreement—Code Reference: Article IV, Paragraphs (a), (b), and (c)

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, nor more than 8 hours in any one day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CODE No. 128-03

RELEASE No. 387-B

STOCKYARDS INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Sections VIII and IX

No accounting, clerical, stenographic, or similar office employee shall be employed for more than 40 hours per week, averaged over a one month's period. Employees other than the above shall not be employed more than 48 hours in any one week. The hours of operation of the Stock Yards shall not be reduced below 24 hours per day nor less than 7 days per week.

For Paragraph 5 of President's Agreement—Code Reference: Section X

Employees shall receive not less than \$15.00 per week in the North nor less than \$14.00 per week in the South in any city over 500,000 population or in the immediate trade area of such city. Nor less than \$14.50 per week in the North, \$13.50 per week in the South in any city between 250,000 and 500,000 population or in the immediate trade area of such city; nor less than \$14.00 per week in the North, \$13.00 per week in the South in any city of less than 250,000 population or in the immediate trade area of such city. For one period of 6 weeks learners or apprentices may be paid a rate 10% below the minimum rates provided, but this group shall not number more than 5% of the total number of employees employed by each employer.

The Southern states are those south of and including Delaware, Maryland, West Virginia, Kentucky, Arkansas, Oklahoma, New Mexico, and Arizona.

For Paragraphs 2 and 5 of the President's Reemployment Agreement

CODE No. 1040-04

RELEASE No. 775-E

STONEWARE MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference:

No factory or mechanical worker or artisan (other than boiler and kiln firemen, maintenance, and laboratory men) shall be employed for more than 40 hours per week, averaged over a 2 months' period. Boiler and kiln firemen may be employed for not more than 48 hours per week. Maintenance men and one laboratory man in each plant may be employed for not more than 44 hours per week. Employees in the classes permitted to work more than 40 hours per week shall not exceed 10% of the total number of employees of each employer. No employee shall be employed more than 8 hours per day.

For Paragraph 6 of President's Agreement—Code Reference:

No factory or mechanical worker or artisan shall be paid less than 40 cents per hour in the North, nor less than 35 cents per hour in the South, unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour in the North and less than 35 cents per hour in the South, in which latter case they shall be paid not less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour in the North, nor less than 25 cents per hour in the South. The South is defined as follows: Virginia, North Carolina, South Carolina, Florida, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, and Georgia.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

STORAGE

See Parking Industry.

STOVES

See Cooking and Heating Appliances Industry.

CODE No. 1013-1-03

RELEASE No. 620-G

STRUCTURAL CLAY PRODUCTS MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III, Sections (a) and (d)

No factory or mechanical worker or artisan shall be employed more than a maximum week of 36 hours, averaged over any consecutive 6 months' period; provided, however, that such employee shall not be employed more than 48 hours in any week, nor more

than 8 hours in any day. Employees engaged in emergency repair work or employed to recover time lost due to weather conditions involving outdoor processes shall be subject only to the weekly maximum for the periods above set forth. Employees engaged on continuous drying and burning processes shall be exempt from the above limitations, provided that such employee shall not be employed more than 42 hours in any week. Foremen receiving over \$35 per week are exempt from any limitation of hours herein prescribed. Employment exceeding 8 hours in any one day shall be paid at a rate of time and one third for all hours worked in excess of the maximum.

For Paragraph 6 of President's Agreement—Code Reference: Article IV, Sections (a) and (b)

Employees in this industry shall not receive less than 40 cents per hour, except that where the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, then such lower rate may be paid, and in no event shall any employee receive less than 35 cents per hour in the North, nor less than 30 cents per hour in the South. The term "South" is understood to be the states of Virginia, Tennessee, North Carolina, South Carolina, Georgia, Florida, Alabama, Mississippi, and Louisiana. The term "North" is understood to be all other states. This paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

SUGAR

See Cane Sugar Refining Industry.

See Milk Sugar Manufacturing Industry.

SUNDRIES

See Sheet Rubber and Related Sundries Manufacturing Industry.

SUPPLIES

See Bakers and Confectioners Supply Industry.

See Business Furniture, Equipment, and Supply Industry.

See Funeral Supply Merchants Industry.

See Furriers Supply Industry.

See Industrial Supplies and Machinery Distributing Industry.

See Linen Supply Industry.

See Metropolitan Mill, Marine, and Contractors Supplies Distributing Industry.

See Specialty Accounting Supply Manufacturing Industry.

CODE No. 1628-07

RELEASE No. 939-G

SURGICAL INSTRUMENT INDUSTRY**For Paragraph 3 of President's Agreement—Code Reference: Article 3, Section 2**

No factory or mechanical worker or artisan shall be employed for more than 44 hours per week nor more than 8 hours in any one day.

For Paragraph 3 of the President's Reemployment Agreement

SUSPENDERS

See Garter, Suspender, and Belt Manufacturing Industry.

SYRUP

See Cane Syrup Packing and Mixing Industry.

See Corn Syrup Packing and Mixing Industry.

See Fruit and Flavoring Syrups Manufacturing Industry.

See Soda Water Flavoring Manufacturing Industry.

CODE No. 146

RELEASE No. 1164-B

SYRUP AND MOLASSES INDUSTRY**For Paragraph 2 of President's Agreement**

Employees (other than outside salesmen or watchmen) shall not be employed for more than 40 hours per week. Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first 6 months of 1933.

For Paragraph 3 of President's Agreement

Factory or mechanical workers or artisans shall not be employed for more than 40 hours per week, nor more than 8 hours per day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

TABLES

See Business Furniture, Equipment, and Supply Industry.

CODE No. 1635-03

RELEASE No. 745-F

TABLE OIL CLOTH MANUFACTURING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Article III**

Employees (other than factory or mechanical workers or artisans, watchmen, and outside salesmen) shall not be employed for more than 40 hours per week, averaged over a 13-week period; provided, however, that such employees may be employed for one week of 48 hours within each such period.

For Paragraph 3 of President's Agreement—Code Reference: Article III

Factory or mechanical workers or artisans (other than supervisory employees, who receive \$35.00 or more per week, engineers, elec-

tricians, firemen, and repair shop crews) shall not be employed for more than 40 hours per week; provided, however, that in the case of engineers, electricians, firemen, and repair shop crews there shall be allowed a tolerance of 10%.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

TABLETS

See Stationery, Tablet, and School Paper Manufacturing Industry.

CODE No. 404-I-07

RELEASE No. 453-A

TAG MANUFACTURING INDUSTRY

For Paragraph 3 of P.R.A.

ART. II. Factory or mechanical workers or artisans or factory clerical staff shall be employed not more than 44 hours per week, nor more than 8 hours per day; provided, however, that such employees shall not be employed more than 40 hours per week, nor more than 8 hours per day, after December 1, 1933.

For Paragraph 6 of P.R.A.

ARTICLE 1. Factory or mechanical workers or artisans shall receive not less than 40¢ per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40 cents per hour, in which latter case not less than the hourly rates on July 15, 1929, and in no event less than 30 cents per hour; provided, however, that such employees in the southern section of the United States shall receive not less than 28¢ per hour.

The southern section of the United States is defined as: Texas, Virginia, North Carolina, South Carolina, Georgia, Florida, Alabama, Louisiana, and Tennessee.

The minimum rate of pay herein prescribed establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

TAILORING

See Merchant Tailoring Industry.

TAILORS

See Merchant Tailoring Industry.

TANKS

See Non-Ferrous Hot-Water Tank Manufacturing Industry.

See Standardized Shop Assembled Metal Tank Manufacturing Industry.

CODE NO. 930-1-01

RELEASE NO. 374-J

TANNERS INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Article VI**

Employees (except factory or mechanical workers or artisans, outside salesmen, and watchmen) shall not be employed in any place or manner more than 40 hours per week, averaged over an 8 weeks' period; provided, however, that such employees shall not be employed more than 48 hours in any one week. The hours of any store or service operation may not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference: Article VI

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over an 8 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day; provided further that where the perishable and variable nature of the natural raw material requires special handling, the 8 hours per day may be averaged, upon payment of time and one third for such overtime; provided further that in the case of repair, engineering, electrical, shipping, watching and outside crews, cleaners, elevator operators, patent-leather luggers, sorters of whole leather shall be allowed a tolerance of 10%.

For Paragraph 6 of President's Agreement—Code Reference: Article IV

Factory or mechanical workers or artisans shall not be paid less than 32½ cents per hour; provided, however, that in the states of Virginia, North Carolina, South Carolina, Georgia, Florida, Tennessee, Alabama, Louisiana, Mississippi, Arkansas, and Texas, such employees shall be paid at least 30 cents per hour; provided further that no employee receiving less than \$30 per week on April 1, 1933, shall receive less per week for the 40-hour week.

Apprentices are to be limited to a six weeks' period of apprenticeship, and shall not exceed 5% of the total number of employees of each employer and further shall be paid, during the period of apprenticeship, not less than 80% of the above minimum wages.

It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate of or on a piece-work performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE NO. 1658-1-01

RELEASE NO. 517-M

TANNING EXTRACT MANUFACTURING INDUSTRY**For Paragraph 3 of President's Agreement—Code Reference: Paragraph 2, Section I**

Factory or mechanical workers or artisans shall not be employed more than 48 hours per week, nor more than 8 hours per day.

There shall be no limitation on the maximum number of hours for which watchmen may be employed.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 145-02

RELEASE No. 517-L

TEA INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article 6

Employees (other than factory or mechanical workers, or artisans, or outside truck delivery men) shall not be employed for more than a 40-hour week, provided, however, that outside truck delivery men shall not be employed for more than a 48-hour week.

For Paragraph 3 of President's Agreement—Code Reference: Article 6

No factory or mechanical worker or artisan (except the following classes of employees now receiving in excess of \$35.00 per week: Scientific or research workers, shipping employees, executive or managerial employees) shall be employed for more than a 40-hour week, nor more than 8 hours in any one day; provided that, in the case of maintenance or repair crews engaged in emergency repair work, there shall be allowed a tolerance of 10% in excess of maximum working hours.

For Paragraph 6 of President's Agreement—Code Reference: Article 7-A

No factory or mechanical workers or artisans shall be paid less than 37½¢ per hour for male employees and 30¢ per hour for female employees; provided, however, that where female employees do substantially the same work or perform substantially the same duties as male employees, they shall receive the same pay for doing such work or performing such duties. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 1332-06

RELEASE No. 586-A

TELEGRAPHIC COMMUNICATIONS INDUSTRY

The hours and wages here are wholly unsatisfactory, and there are other circumstances which require an immediate public representation. Pending this the foregoing is approved as an election by the N.R.A. under Section 13 of the President's Reemployment Agreement.

HUGH S. JOHNSON, Administrator.

For Paragraph 2, 3, and 4 of President's Agreement—Code Reference: Articles III and V

No employee (other than those exempted below) shall be employed more than a 48-hour week averaged over a four-week period. The maximum hours provision shall not apply to employees in a managerial, executive, or supervisory capacity who now receive more

than \$35.00 per week, nor to employees engaged in emergency maintenance or repair work or employed in connection with unforeseen emergencies which may arise, making longer hours temporarily necessary to prevent interference with public service, nor to commission salesmen, employees on cable ships, employees outside of continental United States, nor to line patrol and repairmen in isolated places, nor to employees including messengers in cities or towns or isolated places where not more than three employees, exclusive of messengers, are engaged; provided, however, that the two last exceptions shall not total more than 10% of the total employees employed. No service operation shall be reduced below fifty-two hours in any one week unless such hours were less than fifty-two hours before July 1, 1933, and in the latter case, the hours shall not be reduced at all, except where business is suspended and the office is closed, or where offices are temporarily open and closed to meet seasonal or emergency conditions.

For Paragraph 5 and 6 of President's Agreement—Code Reference: Article IV (a and b)

Employees (other than commission salesmen, employees on cable ships, messengers (whose zone rates are not to be reduced) and employees outside continental United States) shall be paid not less than \$15.00 per week in any city of over 500,000 nor less than \$14.50 per week in any city between 250,000 and 500,000, nor less than \$14.00 per week in any city of between 2,500 and 250,000 population and in towns of less than 2,500 population, all wages shall be increased by not less than 20%, provided that this shall not require wages in excess of \$12.00 per week. The minimum wages fixed in this Section may be at the rate of \$1.00 per week less in the Southern Section of the country than the rates specified in this section. The Southern Section of the Country is defined as including the following: Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Kentucky, Maryland, District of Columbia, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, Texas.

For Paragraph 7 of President's Agreement—Code Reference: Article VI

Compensation for employment now in excess of the minimum wages herein provided for, shall not be reduced in consequence of any reduction of hours provided for.

For Paragraphs 2, 3, 4, 5, 6, and 7 of the President's Reemployment Agreement

CODE No. 1332-03

RELEASE No. 300-A

TELEPHONE COMPANIES

III

For the purposes of this Code telephone exchanges shall be classified as follows:

- Class 1. Exchanges serving more than 100,000 telephones;
- Class 2. Exchanges serving from 50,001 to 100,000 telephones;
- Class 3. Exchanges serving from 25,001 to 50,000 telephones;

Class 4. Exchanges serving from 7,501 to 25,000 telephones;

Class 5. Exchanges serving from 1,001 to 7,500 telephones;

Class 6. Exchanges serving 1,000 or less telephones.

Telephones served will be based on the records of July 1, 1933, for the purposes of this classification.

IV

No company shall work any employee for more than forty hours in any one week nor shall any company reduce the hours of telephone-service operation below those in effect July 1, 1933.

V

The maximum hours fixed in paragraph IV shall not apply to small exchanges where the service does not require more than two operators on duty at any one time, which exchanges are not in the immediate trade area of a larger exchange; nor to employees on emergency maintenance and repair work, nor to employees in a managerial or executive capacity who now receive more than \$35 per week; nor to line patrol and repairmen in isolated places; nor to watchmen; nor to very special cases where restrictions of hours because of emergencies would result in interruption or impairment of service to the public.

VI

No company shall pay any employee at the rate of less than—

- (a) \$15.00 per week in any exchange in Class 1;
- (b) \$14.50 per week in any exchange in Class 2;
- (c) \$14.00 per week in any exchange in Class 3;
- (d) \$13.00 per week in any exchange in Class 4;
- (e) \$12.00 per week in any exchange in Class 5.

In exchanges in Class 6, the companies shall increase the wages paid on July 15, 1933, by not less than 20 percent, provided that this shall not require wages in excess of \$12.00 per week.

VII

All companies shall pay each employee now engaged in the same work as on July 15, 1929, at a rate per hour not less than was paid to said employee July 15, 1929, or the rate per hour paid to such employee on July 15, 1933, whichever may be the higher. This paragraph does not apply to employees in managerial, executive, or supervisory capacities receiving more than \$35 per week.

VIII

(a) The minimum wages fixed in Section VI may be at the rate of \$1.00 per week less in the southern section of the country than the rates specified in said section. The southern section of the country is defined as including the following: Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Kentucky, Maryland, District of Columbia, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, Texas.

(b) Learners may be paid at the rate of not less than 80 percent of the minimum wages fixed in this code, but the total number of such

learners in any one company shall not exceed 5 percent of the total number of employees of that company.

For Paragraphs 2, 3, 4, 5, and 6 of the President's Reemployment Agreement

CODE No. 122-10

RELEASE No. 253-A

TERMINAL ELEVATOR GRAIN INDUSTRY

Watchmen are exempt from the labor provisions, provided, that hours during which watchmen are employed are to be no greater than those prevailing during the first six months of 1933 and that wages shall be no less than the minimum weekly wage as prescribed in the P.R.A.

MAXIMUM HOURS

(A) No Terminal Elevator shall work any accounting, clerical, office, or service employee (except outside salesmen) for more than 40 hours per week averaged over a consecutive 120-day period.

(B) No Terminal Elevator operator shall employ any elevator or mechanical worker or artisan more than 40 hours per week averaged over a consecutive 120-day period.

(C) The maximum hours fixed in paragraphs (A) and (B) shall not apply to employees in a managerial or executive capacity, who now receive more than \$35.00 per week, nor to employees on emergency maintenance and repair work; nor to very special cases where restrictions of hours of highly skilled workers on continuous processes would unavoidably reduce operation; but in any such special case, at least time and one-third shall be paid for hours worked in excess of maximum.

MINIMUM WAGES

(B) No Terminal Elevator shall pay any employee of the classes mentioned in paragraph 3 (B) less than 45 cents per hour in any city of over 500,000 population, or in the immediate trade area of such city; nor less than 42½ cents per hour in any city between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than 40 cents per hour in any city of 250,000 population or less, or in the immediate trade area of such city.

For Paragraphs 2, 3, 4, and 6 of the President's Reemployment Agreement

CODE No. 299-40

RELEASE No. 862-A

TEXTILE DISTRIBUTING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article II, Section 3

Employees (other than factory or mechanical workers or artisans, outside salesmen) shall not be employed for more than forty (40) hours per week.

For Paragraph 3 of President's Agreement—Article II, Section 4

No factory or mechanical workers, or artisans shall be employed for more than forty (40) hours per week, nor more than eight (8) hours in any day.

For Paragraphs 2 and 3 of President's Reemployment Agreement

TEXTILE PROCESSING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Section 11

Employees (other than factory workers, mechanical workers, artisans, outside salesmen, and watchmen) shall not be employed more than 40 hours per week, averaged over a month's period; provided, however, that such employees shall not be employed more than 48 hours per week.

The hours of any store or service operation shall not be reduced to below 52 hours in any 1 week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 3 of President's Agreement—Code Reference: Section 11

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week or more than 8 hours in any one day; provided, however, that where employees are engaged in continuous chemical processes such as boil-off, bleaching, weighting, and dyeing, where goods will be jeopardized by interruption, employees may be required to work an additional 2 hours in any one day, provided, that no employee shall be employed more than 48 hours in any week; and provided further, that in the case of repair crews, engineers, electricians, and firemen there shall be allowed a tolerance of 10%.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

TEXTILES

See Millinery and Dress Trimming, Braid and Textile Industry.
See Used Textile Bag Industry.

TILE

See Floor and Wall Clay Tile Manufacturing Industry.

TOBACCO

See Cigar Manufacturing Industry.
See Cigarette, Chewing and Smoking Tobacco, and Snuff Industry.
See Retail Tobacco Dealers.

TOILET PREPARATIONS

See Perfumes, Cosmetics, and Toilet Preparations Industry.

TOOLS

See General Tool and Implement Manufacturing Industry.

CODE No. 1660-01

RELEASE No. 180-J

TOY AND PLAYTHINGS INDUSTRY

Hours of labor.—On and after the effective date employers in the toy and playthings industry shall not operate on a schedule of hours of labor for their employees (except executives, supervisory staff, outside sales persons, emergency repair crews, and cleaners) in excess of forty (40) hours per week. Except that, because of the seasonal nature of this industry employees shall be permitted to work throughout the year an aggregate of ninety-six (96) hours in excess of the limitation hereinbefore provided and at the same hourly rate, such period of additional employment to be at the discretion of each employer and as his needs require.

Minimum wages.—On and after the effective date, the minimum wage that shall be paid by employers in the toy and playthings industry to any of their employees, except learners during the six weeks' apprenticeship and cleaners, shall be at the rate of Twelve Dollars (\$12.00) per week or at the rate of 30¢ per hour.

For Paragraphs 1, 2, 3, 4, and 6 of the President's Reemployment Agreement

CODE No. 1420-01

RELEASE No. 1035-G

TRAILER MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article II

Employees (other than factory or mechanical workers or artisans, watchmen, and outside salesmen) shall not be employed for more than 40 hours per week. Watchmen shall not be employed in excess of the average number of hours such employees were employed in the first 6 months of 1933.

For Paragraph 3 of President's Agreement—Code Reference: Article II

Factory or mechanical workers or artisans shall not be employed for more than 40 hours per week, nor more than 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Article II

Factory or mechanical workers or artisans shall be paid not less than 40¢ per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case they shall be paid not less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

Learners or apprentices during one sixty-day period of apprenticeship may be paid not less than 80% of the minimum wage and they shall comprise, when more than one, not more than 5% of the total number of employees of each employer.

For Paragraphs 2, 3, and 6 of President's Reemployment Agreement

TRIMMING

See Millinery and Dress Trimming, Braid and Textile Industry.

See Drapery and Upholstery Trimmings Manufacturing Industry.

CODE NO. 1411-2-08

RELEASE NO. 172

TRUCKING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article IV

The hour provisions shall not apply to employees in a managerial capacity receiving more than \$35 per week, nor to employees on emergency maintenance or emergency repair work, outside salesmen or solicitors, watchmen, or station managers. Clerical and office employees shall be employed not more than 40 hours per week. Drivers, helpers, and dispatchers shall be employed not more than a 48-hour week averaged over a 3-months' period; provided, however, that on intercity or line hauls the operator may elect an hourly basis or the following mileage ratios: 720 miles of travel for a tractor, semitrailer, and extra trailer; 960 miles for tractor and semitrailer or truck trailer; 1,060 miles for truck; each, respectively, shall equal 48 hours of labor. Such mileage basis shall not exceed the maximum of 48 hours per week averaged over a 3-months' period.

For Paragraph 5 of President's Agreement—Code Reference: Article III

No employees shall be paid less than 40¢ per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour; in which latter case they shall be paid not less than the hourly rate of July 15, 1929, and in no event less than 30¢ per hour in the North and 25¢ per hour in the South. The South is hereby defined to include: Maryland, West Virginia, Virginia, North Carolina, South Carolina, Georgia, Florida, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, Texas, and Kentucky.

For Paragraphs 2 and 5 of the President's Reemployment Agreement

TRUCKS

See Trailer Manufacturing Industry.

TUBE

See Collapsible Tube Manufacturing Industry.

See Fibre Can and Tube Industry.

TUBING

See Aluminum Industry.

UNDERWRITERS

See Casualty and Surety Underwriters.

See Fire Underwriters.

See Marine Underwriters.

UPHOLSTERY

See Drapery and Upholstery Trimmings Manufacturing Industry.

CODE No. 203-03

RELEASE No. 726-G

USED TEXTILE BAG INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article I, Section 1

Employees (other than factory or mechanical workers or artisans, watchmen, and outside salesmen) shall not be employed for more than 40 hours per week, averaged over a 4 weeks' period.

For Paragraph 3 of President's Agreement—Code Reference: Article I, Section 1

Factory or mechanical workers or artisans (other than emergency, maintenance and repair crews, engineers, electricians, firemen, and truck drivers) shall not be employed for more than 40 hours per week, averaged over an 8 weeks' period; provided, however, that such employees shall not be employed for more than 48 hours in any week, nor more than 8 hours in any one day. In the case of emergency, maintenance and repair crews, engineers, electricians and firemen there shall be allowed a 10% tolerance. Truck drivers may be employed for not more than 48 hours per week.

For Paragraph 6 of President's Agreement—Code Reference: Article I, Section 2

No factory or mechanical worker or artisan in the Northern Section shall be paid less than 32½ cents per hour for male employees and 25 cents per hour for female employees and in the Southern Section not less than 30 cents per hour for male employees and 25 cents per hour for female employees. Where female employees do substantially the same work or perform substantially the same duties as male employees they shall be paid the same rate of pay as male employees are paid for doing such work or performing such duties. Learners or apprentices, during one 6 weeks' period of apprenticeship, may be paid not less than 80% of the minimum wage and they shall comprise, when more than one, not more than 5% of the total number of employees of each employer. The Southern Section is hereby defined as comprising Maryland, Virginia, North Carolina, South Carolina, Florida, Georgia, Alabama, Tennessee, Arkansas, Louisiana, Texas, Oklahoma, West Virginia, and Kentucky. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraph 2, 3, and 6 of the President's Reemployment Agreement

UTILITIES

See Electric Light and Power Industry.

See Gas Operating Utility.

See Natural Gas Industry.

See Telegraphic Communications Industry.

See Telephone Companies.

VARNISH*See Paint, Varnish, and Lacquer Manufacturing Industry.*

CODE No. 405-410

RELEASE No. 939-D

VEGETABLE PARCHMENT PAPER**For Paragraph 3 of President's Agreement—Code Reference: Article III**

Factory or mechanical workers or artisans (other than stillmen, watchmen, engineers, and firemen) shall not be employed for more than 40 hours per week, nor more than 8 hours per day. In the case of engineers and firemen there shall be allowed a tolerance of 10%. Stillmen shall not be employed for more than 48 hours per week nor more than 8 hours per day, and shall not comprise more than 5% of the total number of employees in each establishment. Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 3 of the President's Reemployment Agreement**VEGETABLES***See Retail Fruits and Vegetables.***VEHICLES***See Commercial Vehicle Body Manufacturing Industry.*

CODE No. 281-1-01

RELEASE No. 410-P

VELVET MANUFACTURING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Article V, Section 2**

Employees (other than factory or mechanical workers or artisans, or outside salesmen or watchmen) shall not be employed more than 48 hours per week; provided, however, that from the date of September 16, 1933, such employees shall be employed not more than 40 hours per week. The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case not to reduce such hours at all.

For Paragraph 3 of President's Agreement—Code Reference: Article V, Section 2

Factory or mechanical workers or artisans shall not be employed more than 48 hours per week nor more than 8 hours per day, provided, however, that after the date of September 16, 1933, such employees shall be employed not more than 40 hours per week or more than 8 hours per day.

For Paragraph 6 of President's Agreement—Code Reference: Article V, Section 3

Factory or mechanical workers or artisans shall not receive less than 32½ cents per hour. Learners shall not exceed 5 percent of the

total number of employees of each employer and further shall be paid not less than 80 percent of the above minimum wage for a 6-weeks' period. The minimum rate of pay herein prescribed establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of President's Reemployment Agreement

CODE No. 147-01

RELEASE No. 612-P

VINEGAR MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III, Section 7

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over a 90-day period; provided, however, that all hours worked in excess of 48 hours in any week shall be considered as overtime. The above limitation shall not apply to any employee engaged entirely in wholesale or retail distribution, nor to employees engaged in the distribution of the finished product, nor to chauffeurs; provided, however, that such employee shall not be employed more than 48 hours in any week. The above limitations shall not apply to power plant employees and repair men; provided, however, that such employee shall not be employed more than 44 hours in any week. No employee shall work more than 8 hours per day, except during the pressing season when time and one-third overtime shall be paid for all hours in excess of 8 hours per day.

For Paragraph 6 of President's Agreement—Code Reference: Article III, Section 6

Male employees in this industry shall not receive less than 30 cents per hour and female employees not less than 25 cents per hour; provided that the place of employment shall be north of Adams County, Pa., Delaware, Maryland, Virginia, West Virginia, Kentucky, Missouri, Oklahoma, New Mexico, and Arizona; nor less than 27½ cents per hour for male employees and 22½ cents per hour for female employees when the place of employment is in the State of either Maryland, Delaware, or Adams County, Pa.; nor less than 25 cents per hour for male employees and 20 cents per hour for female employees when the place of employment is south of, and including, Virginia, West Virginia, Kentucky, Missouri, Oklahoma, New Mexico, and Arizona; provided, however, that only 10% of the employees in any plant shall be paid the minimum wages for female employees and, provided further, that there shall be no discrimination in rates of pay of male and female employees performing the same class of work. Compensation for overtime shall be paid upon the basis of time and one third for all hours in excess of the maximum herein prescribed. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

VIRUS

See Anti-Hog-Cholera Serum and Hog-Cholera Virus Manufacturing Industry.

CODE No. 1013-05

RELEASE No. 517-K

VITRIFIED CLAY SEWER PIPE MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article I

No factory or mechanical worker or artisan shall be employed for more than a 36-hour week, provided, however, that in the case of engineers, electricians, firemen, repair and maintenance men, in case of emergency, a 10% tolerance shall be allowed; provided further, that dye changers may not be employed more than a 40-hour week, averaged over an 8 weeks' period, but shall not be employed more than a maximum of 48 hours per week, and any hours over 40 per week shall be considered overtime.

For Paragraph 6 of President's Agreement—Code Reference: Article II

No factory or mechanical worker or artisan shall be paid less than 37¢ per hour, unless the rate on July 15th, 1929, was less than 37¢, in which latter case such employee shall receive not less than the rate of July 15th, 1929, and in no event less than 30¢ in the North, nor less than 25¢ in the South. The South is hereby defined to include North Carolina, South Carolina, Georgia, Florida, Alabama, Mississippi, Louisiana, Tennessee, Kentucky, Arkansas, and Texas.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 299-34

RELEASE No. 620-F

WADDING MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article IV

No factory or mechanical worker or artisan shall be employed more than an average of 40 hours per week until January 1st, 1934; provided, however, that such employee shall not be employed more than 48 hours in any week. Watchmen shall not be subject to any limitation of hours of employment.

For Paragraph 3 of the President's Reemployment Agreement

WALLBOARD

See Fibre Wallboard Industry.

WAREHOUSING

See Cotton Compress and Warehouse Industry.

See Steel Warehouse Industry.

WARES

See Glassware Manufacturing Industry.

CODE No. 253-01

RELEASE No. 1035-I

WASHABLE SERVICE APPAREL MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article 2

Employees (other than factory or mechanical workers or artisans, outside salesmen, and watchmen) shall not be employed for more than forty hours per week. Watchmen shall not be employed in excess of the average number of hours per week that such employees were employed during the first six months of 1933.

For Paragraph 3 of President's Agreement—Code Reference: Article 3

No factory or mechanical worker or artisan shall be employed for more than forty hours per week nor more than 8 hours per day.

For Paragraph 6 of President's Agreement—Code Reference: Article 6

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour unless the hourly rate for the same class of work on July 15, 1929, was less than 40¢ per hour, in which latter case they shall be paid not less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour.

Learners or apprentices during one 60-day period of apprenticeship may be paid not less than 80% of the minimum wage, and they shall comprise, when more than one, not more than 5% of the total number of employees in each establishment.

This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of President's Reemployment Agreement

CODE No. 1399-1-11

RELEASE No. 467-J

WASHING AND IRONING MACHINE MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Paragraph 5

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours; provided, however, that such employee shall not be employed more than 8 hours in any one day.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 299-1-16

RELEASE No. 808-A

WASTE MANUFACTURING INDUSTRY

For Paragraph 2 of P.R.A.

Section III: Employees (other than factory or mechanical workers or artisans, watchmen, and outside salesmen) shall not be employed for more than 40 hours per week. Watchmen shall not be employed in excess of the average number of hours such employees were employed in the first six months of 1933.

For Paragraph 3 of P.R.A.

Section III: Factory or mechanical workers or artisans (other than engineers, firemen, electricians, truckmen and repair and maintenance crews) shall not be employed for more than 40 hours per week, nor more than 8 hours in any one day. In the case of engineers, firemen, electricians, and repair and maintenance crews there shall be allowed a tolerance of 10%. Truckmen shall not be employed for more than 48 hours per week.

For Paragraph 6 of P.R.A.

Section II: No factory or mechanical worker or artisan shall be paid less than 32½ cents per hour for male employees in the North and 30 cents per hour for female employees in the North, nor less than 25 cents per hour for male employees in the South and 22½ cents per hour for female employees in the South; provided, however, that where female employees do substantially the same work or perform substantially the same duties as male employees they shall be paid the same rate of pay as male employees are paid for doing such work or performing such duties. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piece-work performance. The South is defined to include Maryland, Alabama, Louisiana, Arkansas, Virginia, West Virginia, North Carolina, South Carolina, Georgia, Mississippi, Oklahoma, Tennessee, Kentucky, Florida, and Texas.

CODE No. 1632-08

RELEASE No. 620-E

WASTE MATERIAL INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article VIII

Factory or mechanical workers or artisans (other than chauffeurs, drivers, helpers, and engineers) shall not be employed more than 40 hours per week nor more than 8 hours per day.

Chauffeurs, drivers, helpers, and engineers shall not be employed more than 48 hours per week.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 6 of President's Agreement—Code Reference: Article VIII

Factory or mechanical workers or artisans shall not be paid less than the following rates:

	North		South	
	Male per hour	Female per hour	Male per hour	Female per hour
Waste Paper.....	\$0. 40	\$0. 25	\$0. 35	\$0. 22½
Cotton Rags.....	.35	.25	.30	.22½
Scrap Rubber.....	.40	.40	.35	.35
Cotton Waste.....	.25	.25	.22½	.22½
Secondary, Metals.....	.35	.35	.30	.30

provided, however, that where female employees do substantially the same work or perform substantially the same duty as male employees they shall receive the same rate of pay as male employees receive for doing such work, or performing such duties.

Apprentices are to be limited to one 60-day period of apprenticeship, and shall not exceed 5% of the total number of employees, and further, shall be paid during the period of apprenticeship, not less than 80% of the above minimum wages.

The South is defined as follows: Delaware, Maryland, West Virginia, Virginia, North Carolina, South Carolina, Florida, Georgia, Alabama, Tennessee, Kentucky, Mississippi, Louisiana, Arkansas, Missouri, Oklahoma, and Texas.

This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

WATCHES

See Jeweled Watch Manufacturing Industry.

CODE No. 406-11

RELEASE No. 702-E

WATERPROOF PAPER MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III

No factory or mechanical worker or artisan shall be employed for more than 40 hours per week, averaged over a 3 months' period; provided, however, that such employee shall not be employed for more than 48 hours in any week, nor more than 8 hours in any one day. Hours worked over 40 per week shall be considered overtime and paid at the rate of time and one third.

For Paragraph 3 of the President's Reemployment Agreement

WATER TANKS

See Non-Ferrous Hot Water Tank Manufacturing Industry.

CODE No. 1616-78

RELEASE No. 686-K

WATER WELL DRILLING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article IV, Section 3

Employees (other than factory or mechanical workers or artisans) shall not be employed for more than 40 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Article IV, Section 3

No factory or mechanical worker or artisan shall be employed for more than 48 hours per week, nor more than 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Article IV,
Section 2

No factory or mechanical worker or artisan of 2 years' or more experience shall be paid less than 40 cents per hour in the North, nor less than 35 cents per hour in the South. No factory or mechanical worker or artisan of less than 2 years' experience shall be paid less than 35 cents per hour in the North, nor less than 30 cents per hour in the South. The "South" is hereby defined as the States of Maryland, Virginia, North Carolina, South Carolina, West Virginia, Tennessee, Georgia, Florida, Alabama, and Mississippi. This paragraph establishes a guaranteed minimum rate of pay, regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of President's Reemployment Agreement

CODE No. 411-01

RELEASE No. 565-K

WAX PAPER MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article III,
Section 1

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week; provided, however, that in the case of engineers and firemen there shall be allowed a tolerance of 10 percent.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 3 of the President's Reemployment Agreement

CODE No. 1330-10

RELEASE No. 939-E

WEAVING SPECIALTIES MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article V

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week nor more than 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Article V

No factory or mechanical worker or artisan shall be paid less than 35 cents per hour.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

WELDING

See Oxy-Acetylene Manufacturing Industry.

WELL DRILLERS

See Water Well Drilling Industry.

WHEAT FLOUR MILLING INDUSTRY

Watchmen are exempt from the maximum hours provisions Article III (b) substituted for paragraph 2 of the P.R.A.

3. *Maximum hours.*—(A) No Wheat Flour Miller shall work any accounting, clerical office, or service employee (except salesmen) for more than 40 hours per week averaged over a consecutive 90-day period.

(B) No Wheat Flour Miller shall employ any factory or mechanical worker or artisan more than 40 hours per week averaged over a consecutive 90-day period, except that a tolerance of 10 percent shall be allowed for watchmen, engineers, electricians, foremen, bolters, grinders, and their immediate assistants necessary in repair, maintenance, and clean-up operations. No grain handler shall be employed more than 40 hours per week averaged over a 180-day period.

(C) The maximum hours fixed in paragraphs (A) and (B) shall not apply to employees in a managerial or executive capacity, who now receive more than \$35.00 per week, nor to employees on emergency maintenance and repair work; nor to very special cases where restrictions of hours of highly skilled workers on continuous processes would unavoidably reduce production, but in any such special case at least time and one third shall be paid for hours worked in excess of maximum.

4. *Minimum wages.*—(A) No Wheat Flour Miller shall pay any of the classes of employees mentioned in paragraph 3 (A) less than \$15.00 per week in any city of over 500,000 population, or in the immediate trade area of such city; nor less than \$14.50 per week in any city between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$14.00 per week in any city of between 2,500 and 250,000 population, or in the immediate trade area of such city; and in towns of less than 2,500 population shall increase all wages by not less than twenty percent, provided that this shall not require wages in excess of \$12.00 per week.

(B) No Wheat Flour Miller shall pay any employee of the classes mentioned in paragraph 3 (B) less than 45 cents per hour in any city of over 500,000 population, or in the immediate trade area of such city; nor less than 42½ cents per hour in any city between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than 40 cents per hour in any city of between 2,500 and 250,000 population, or in the immediate trade area of such city; nor less than 37½ cents per hour in towns of less than 2,500 population or in rural communities, provided that in the area east of the Mississippi River and south of the Ohio and Potomac Rivers the minimum rate shall be fixed at a differential of 5 cents per hour less than the rates above mentioned in each classification. The minimum rate paid to women employed in light work, such as packaging and sewing, shall be 30 cents per hour, provided that the hourly rate paid this class of workers shall in no event be less than

the rate paid to such workers on July 15, 1929. It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on a basis of a time rate or on a piecework performance.

(C) The minimum schedules of wages set out in paragraph 4 (B) shall be for the lowest paid classes of regular flour-mill workers, and wages for other classes of workers shall be adjusted to the above specified minimum so as to maintain not less than the present differentials of pay between the various classes of employees, provided that such readjustment does not result in reducing the rate per hour of any class of workers.

For Paragraphs 2, 3, 4, 5, 6, and 7 of the P.R.A.

WHEELS

See Buff and Polishing Wheel Industry.

See Grinding Wheel Manufacturing Industry.

CODE No. 1404-3-14

RELEASE No. 425-H

WHOLESALE AUTOMOTIVE INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Par. (a), Sec. 1, Article IV

Employees (other than factory or mechanical workers or artisans, outside salesmen, and watchmen) shall not be employed for more than a 40-hour week, averaged over a four months' period; provided, however, that such employees may not be employed more than 44 hours in any one week, nor more than 8 hours in any one day.

For Paragraph 3 of President's Agreement—Code Reference: Par. (a), Section 1, Article IV

No factory or mechanical worker or artisan shall be employed more than a maximum week of 40 hours, averaged over an 8 weeks' period; provided, however, that such employee shall not be employed more than 48 hours in any one week, nor more than 8 hours in any one day.

For Paragraph 6 of President's Agreement—Code Reference: Paragraph (b), Section 1, Article IV

Employees engaged in factory, mechanical, or artisan work shall not receive less than 35 cents per hour. Apprentices shall not receive less than 30 cents per hour and the apprenticeship shall not exceed 6 weeks; such latter class of employees shall not exceed 5% of the total number of employees of any employer. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

CODE No. 698-2-23

RELEASE No. 204-A

WHOLESALE DRUG INDUSTRY**HOURS OF LABOR, RATES OF PAY, AND OTHER CONDITIONS OF
EMPLOYMENT**

SEC. 2. On and after the effective date of this Code, no Wholesale Druggist shall employ any employee not covered in Sec. 3, P.R.A., for more than a maximum of forty-five (45) hours in any one week; excepting, however, all executive, administrative, and supervisory employees who receive \$35 per week or more, and all outside salesmen and watchmen; and provided that a 10 percent tolerance of hours shall be allowed in the case of deliverymen. Employees of Wholesale Druggists who are necessarily technically trained shall be exempt from the operation of this section during periods of emergency or epidemics in order that there may be no undue delay in meeting the demands of the medical profession, hospitals, dispensaries, and the general public through the retail pharmacies.

No employer shall permit an employee who shall also have performed work for one or more other employers to work such number of total hours for all employers as would result in a violation of this Code had all such work been performed for one employer.

SEC. 3. On and after the effective date of this Code, each Wholesale Druggist shall adopt a schedule of minimum wages under which no employee not covered in Sec. 3, P.R.A., shall be paid less than \$14 per week in any city with a population of 100,000 or more; nor less than \$13 per week in any city with a population of less than 100,000. Apprentice employees, during the period prior to the adoption of a basic code for the industry, may be paid not less than \$2 per week below these minimum wages. Provided, however, that not more than 10 percent of employees be classed as apprentices. The population in each case shall be determined by the United States census of 1930.

It is provided that in no case shall any employee be employed for a longer work-week than was in effect July 15, 1929. It is also provided that no employee shall receive a minimum hourly rate less than the minimum hourly rate in effect July 15, 1929.

For Paragraphs 2, 4, and 5 of the President's Reemployment Agreement

CODE No. 229-3-06

RELEASE No. 425-G

WHOLESALE DRY GOODS INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Section III (b)

Employees (other than factory or mechanical workers or artisans, outside salesmen, watchmen, and employees engaged in the delivery service of this industry) shall not be employed more than 40 hours per week; provided, however, that such employees may be employed not more than 48 hours per week in any four weeks' period during each six-months' period; but may not be employed more than 8 hours in any one day; provided further, that delivery service employees may be employed not more than 48 hours per week.

For Paragraph 3 of President's Agreement—Code Reference: Section III (b)

No factory or mechanical worker or artisan shall be employed more than a 40-hour week; provided, however, that such employees may be employed not more than 48 hours per week in any four-weeks' period during each 6-months' period; but not more than 8 hours in any one day.

For Paragraphs 2 and 3 of President's Reemployment Agreement

CODE No. 1114-01

RELEASE No. 410-D

WHOLESALE HARDWARE TRADE**For Paragraph 2 of P.R.A.**

SEC. 4. Employees (other than factory or mechanical workers or artisans, outside salesmen or watchmen) shall not be employed for more than 40 hours per week; provided however that during Christmas inventory or other peak period employees may be employed 48 hours per week not to exceed three weeks in each six months; provided further that outside deliverymen and maintenance employees may be employed 48 hours per week. The hours of any store or service operation shall not be reduced to below 52 hours in any one week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case shall not be reduced at all.

For Paragraph 5 of P.R.A.

SEC. 4. No employee shall be paid less than \$14 per week in the northern part of the United States; nor less than \$13 per week in the southern part of the United States, in any city of over 500,000 population, or in the immediate trade area of such city; nor less than \$13.50 per week in the northern part of the United States; nor less than \$12.50 per week in the southern part of the United States, in any city of between 250,000 and 500,000 population, or in the immediate trade area of such city; nor less than \$13 per week in the northern part of the United States; nor less than \$12 per week in the southern part of the United States, in any city between 2,500 and 250,000 population, or in the immediate trade area of such city.

The southern part of the United States is defined as the following states: Virginia, West Virginia, North Carolina, South Carolina, Georgia, Florida, Kentucky, Maryland, Tennessee, Alabama, Mississippi, Arkansas, Louisiana, Oklahoma, and Texas.

Employees in towns of less than 2,500 population shall have all wages increased by not less than 20 percent; provided that this shall not require wages in excess of \$11 per week. Employees between the ages of 16 and 18 years, inclusive, with less than six months' experience may be paid not more than \$2 per week less than the above rates; provided, however, that the minimum wage shall not be less than \$11 per week.

Apprentices are to be limited to one six months' period of apprenticeship, and shall not exceed 5% of the total number of employees of each employer and further shall be paid, during the period of apprenticeship, not less than \$1 per week less than the above rates; provided, however, that the minimum wage shall not be less than \$11 per week.

The minimum rate of pay herein prescribed establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

CODE No. 117-12

RELEASE No. 509-C

WHOLESALE LOBSTER DEALERS

For Paragraph 3 of President's Agreement—Code Reference: Title III, Paragraph 1

Factory or mechanical workers or artisans shall not be employed more than 48 hours per week, nor more than 10 hours per day.

For Paragraph 6 of President's Agreement—Code Reference: Title III, Paragraph 2

Factory or mechanical workers or artisans shall not receive less than 40¢ per hour in any city of over 500,000 population; nor less than 35¢ per hour in any city, town, or village of less than 500,000 population, unless the hourly rate for the same class of work on July 15, 1929, was less than the minimum herein prescribed for each class, in which latter case not to pay less than the hourly rate on July 15, 1929, and in no event less than 30¢ per hour.

It is agreed that this paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

WHOLESALE

See Jewelry Wholesalers Industry.

See Optical Wholesale Trade.

CODE No. 409-06

RELEASE No. 726-D

WHOLESALE STATIONERY INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Article IV, Section 2

Employees (other than factory or mechanical workers or artisans or outside salesman or watchmen) shall not be employed more than 40 hours per week, averaged over a 2 months' period; provided, however, that such employees shall not be employed for more than 48 hours per week, nor more than 8 hours per day; provided, further, that drivers may be employed 48 hours per week. The hours of any store or service operation shall not be reduced to below 52 hours per week, unless such hours were less than 52 hours per week before July 1, 1933, and in the latter case such hours shall not be reduced at all.

For Paragraph 6 of President's Agreement—Code Reference: Article IV, Section 2

Factory or mechanical workers or artisans shall not receive less than 40 cents per hour unless the hourly rates for the same class of work on July 15, 1929, was less than 40 cents per hour, in which

latter case such employees shall not be paid less than the hourly rate on July 15, 1929, and in no event less than 30 cents per hour. Apprentices or learners are to be limited to one 60-day period of apprenticeship and shall not exceed 5% of the total number of employees and further shall be paid during such period not less than 80% of the above minimum wages. The minimum rate of pay herein prescribed establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2 and 6 of the President's Reemployment Agreement

CODE No. 1021-1-05

RELEASE No. 612-M

WINDOW GLASS MANUFACTURING INDUSTRY

For Paragraph 2 of President's Agreement—Code Reference: Section 4

Employees (other than factory or mechanical workers or artisans, outside salesmen, or watchmen) shall not be employed for more than 40 hours per week averaged over a 1-month period; provided, however, that such employees shall not be employed for more than 48 hours in any week.

For Paragraph 3 of President's Agreement—Code Reference: Section 4

Factory or mechanical workers or artisans shall not be employed more than 36 hours per week except that in such operations of the Window Glass Industry as are regarded as continuous they may be employed for not more than 42 hours per week averaged in each case over a 3 months' period; provided, however, that such employees may not be employed for more than 48 hours in any week nor more than 8 hours in any day. Continuous operations consist of melting the raw materials, withdrawing the molten glass from the tanks, and forming the same by machine operation into sheets or plates prepared to be thereafter handled and worked on in the section of the plant devoted to noncontinuous operations.

For Paragraph 6 of President's Agreement—Code Reference: Section 3

Factory or mechanical workers or artisans shall receive not less than 40¢ per hour in the Northern section of the United States nor less than 35¢ per hour in the Southern section of the United States. The Southern section of the United States is defined as follows: Virginia, North Carolina, South Carolina, Georgia, Florida, Alabama, Louisiana, Mississippi, Tennessee, Arkansas, Oklahoma, and Missouri. The minimum rate of pay herein prescribed established a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

WINDOWS

See Solid Section Steel Window Manufacturing Industry.

WIRE*See Aluminum Industry.*

CODE No. 325-01

RELEASE No. 517-F

WOOD HEEL MANUFACTURING INDUSTRY**For Paragraph 3 of President's Agreement—Code Reference: Article III**

Factory or mechanical workers or artisans (other than truckmen) shall not be employed more than 40 hours per week, nor more than 8 hours per day; provided, however, that in the case of firemen and engineers there shall be allowed a tolerance of 10%.

Truckmen shall not be employed more than 48 hours per week.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 6 of President's Agreement—Code Reference: Article II

Factory, mechanical workers, or artisans shall not receive less than 35¢ per hour in any city, town, or village of less than 5,000 population.

This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

CODE No. 326-02

RELEASE No. 620-B

WOOD PRESERVING INDUSTRY**For Paragraph 2 of President's Agreement—Code Reference: Article III**

Employees (other than outside salesmen, outside buyers, watchmen, and factory or mechanical workers or artisans) shall not be employed for more than a 40-hour week averaged over a 1-month period; provided, however, that such employees shall not be employed for more than 48 hours in any week. Computers and outdoor clerical help may be employed the same number of hours as factory employees.

For Paragraph 3 of President's Agreement—Code Reference: Article III

No factory or mechanical worker or artisan shall be employed more than a 40-hour week averaged over a 3 months' period; provided, however, that such employee shall not be employed for more than 48 hours in any week; provided further, that in the case of engineers, firemen, electricians, repair and maintenance crews there shall be allowed a tolerance of 10%.

For Paragraph 6 of President's Agreement—Code Reference: Article II (a)

No factory or mechanical worker or artisan shall be paid less than 40¢ per hour in the Pacific Coast region, 25¢ per hour in the Southern Coast region, 35¢ per hour in all other States and parts of States; provided, however, that learners and apprentices not exceeding 5% of the total number of employees may be paid 80% of the minimum wage during one 3 months' period of apprenticeship. This

paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on piecework performance. The Pacific Coast region is hereby defined to consist of the State of California and the parts of Oregon and Washington west of the Cascade Mountains. The Southern Coast region is hereby defined to consist of the States of Texas, Oklahoma, Arkansas, Louisiana, Mississippi, Tennessee, Florida, Alabama, Georgia, South Carolina, North Carolina, Virginia, Kentucky, and the parts of Illinois and Indiana on and south of the line of the Baltimore & Ohio Railroad between East St. Louis, Illinois, and Cincinnati, Ohio.

For Paragraphs 2, 3, and 6 of the President's Reemployment Agreement

WOOLENS

See Leather and Woolen Knit Glove Manufacturing Industry.

CODE No. 232-1-04

RELEASE No. 490-E

WOOL FELT MANUFACTURING INDUSTRY

For Paragraph 3 of President's Agreement—Code Reference: Article VI,
Paragraph 1

Factory or mechanical workers or artisans shall not be employed more than 40 hours per week, nor more than 8 hours per day; provided, however, that in the case of repair shop crews, engineers, electricians, and firemen, there shall be allowed a tolerance of 10%.

There shall be no limitation on the number of hours for which watchmen may be employed.

For Paragraph 6 of President's Agreement—Code Reference: Article VII,
Paragraph 1

Factory or mechanical workers or artisans shall not receive less than 35¢ per hour.

It is agreed that this paragraph established a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 3 and 6 of the President's Reemployment Agreement

WOOL FIBRE

See Batting and Padding Industry.

CODE No. 286-3-01

RELEASE No. 532-D

WOOL STOCK INDUSTRY

For Paragraph 3 of P.R.A.

ARTICLE I

SECTION 1. Factory or mechanical workers or artisans (except truck drivers) shall not be employed more than 40 hours per week,

nor more than 8 hours per day; provided, however, that in the case of engineers, firemen, and electricians, there shall be allowed a tolerance of 10%.

Truck drivers shall not be employed more than 48 hours per week.

Watchmen shall not be employed in excess of the average number of hours such employees were employed during the first six months of 1933.

For Paragraph 6 of P.R.A.

ARTICLE I

SEC. 2. Male factory or mechanical workers or artisans shall not receive less than 35¢ per hour in the northern area of the United States; female employees shall not receive less than 30¢ per hour in the northern area of the United States. Male factory or mechanical workers or artisans shall not receive less than 32½¢ per hour in the southern area of the United States; female employees shall not receive less than 27½¢ per hour in southern area of the United States.

Where female employees do substantially the same work or perform substantially the same duty as male employees, they shall receive the same rate of pay as male employees receive for doing such work or performing such duties.

The southern area of the United States is defined as follows: Maryland, Virginia, North Carolina, South Carolina, Florida, Georgia, Alabama, Tennessee, Arkansas, Louisiana, Texas, Oklahoma, West Virginia, and Kentucky.

This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

CODE No. 282-01

RELEASE No. 517-J

WOOL TRADE

For Paragraph 2 of President's Agreement—Code Reference: Title III

Employees (other than factory workers, mechanical workers, artisans, outside salesmen, watchmen, and buyers who receive more than \$35 per week) shall not be employed more than 40 hours per week, averaged over a four weeks' period; provided, however, that such employees shall not be employed more than 48 hours per week.

For Paragraph 6 of President's Agreement—Code Reference: Title II

Factory or mechanical workers or artisans shall not receive less than 37½¢ per hour. Apprentices are to be limited to one six weeks' period of apprenticeship, and shall not exceed 5% of the total number of employees, and further shall be paid, during the period of apprenticeship, not less than 80% of the above minimum wages. This paragraph establishes a guaranteed minimum rate of pay regardless of whether the employee is compensated on the basis of a time rate or on a piecework performance.

For Paragraphs 2 and 6 of the President's Reemployment Agreement

CODE No. 130-02

RELEASE No. 312-G

YEAST INDUSTRY**HOURS AND WAGES OF LABOR**

(1) Accounting, clerical, office and sales employees (except outside salesmen) shall not be required to work more than forty (40) hours in one week; provided, however, that this limitation shall not apply during such periods when inventory is taken, when the books are being closed, and in cases of special emergency, but in no case shall the average during eight weeks exceed forty (40) hours.

(2) Factory employees shall not be required to work more than forty (40) hours in any one week, nor more than eight (8) hours in any one day.

For Paragraphs 2 and 3 of the President's Reemployment Agreement

CODE No. 1224-1-01

RELEASE No. 172-B

ZINC INDUSTRY**III**

The minimum wage that shall be paid by employers in the several divisions of the zinc industry to any of their employees shall be as follows:

Mining Division.—The minimum wage shall be at the rate of 35¢ per hour in the Eastern and Northwestern Districts and 30¢ per hour in the Southern, Mississippi Valley and Southwestern Districts.

Prime Western Smelting Division.—The minimum wage shall be at the rate of 30¢ per hour for common or unskilled labor, and at the rate of \$2.75 per shift (of not to exceed 6 hours) for all other labor.

High Grade Zinc Division.—The minimum wage shall be at the rate of 39¢ per hour.

Secondary Zinc Division.—The minimum wage shall be at the rate of 35¢ per hour, except for cleaners and outside labor, for which the minimum wage shall be at the rate of 30¢ per hour.

Rolled Zinc Division.—The minimum wage shall be at the rate of 35¢ per hour, except for cleaners and outside labor, for which the minimum wage shall be at the rate of 30¢ per hour.

Zinc Oxide Division.—The minimum wage shall be at the rate of 35¢ per hour.

Lithopone Division.—The minimum wage shall be at the rate of 35¢ per hour.

Sulphuric Acid Division.—The minimum wage shall be at the rate of 35¢ per hour, except for cleaners and outside labor, for which the minimum wage shall be at the rate of 30¢ per hour.

"IV. On and after the effective date, employers in the several divisions of the zinc industry shall not operate on a schedule of hours of labor for their employees exceeding the equivalent of 42 hours per week when averaged over the period from effective date until October 1, 1933, or over any of the successive thirteen-week periods ending respectively December 31, 1933, April 1, 1934, July 1, 1934, etc., nor a total of more than 546 hours in any of those

thirteen-week periods. Such maximum working hours shall not apply in the case of accidents or emergencies where the safety of men or the preservation of the property necessitates, temporarily, longer hours; nor in the case of the mining division shall it apply to hoist men, power house men or pump men. It is also recognized that in the mining division there are individual circumstances, such as shortage of labor or housing facilities, which upon proper showing of facts in such cases, may call for special consideration by the National Recovery Administration and the working of a greater number of hours than herein prescribed.

ZIPPERS

See Slide Fastener Manufacturing Industry.



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NATIONAL RECOVERY ADMINISTRATION

BULLETIN No. 7

MANUAL

FOR THE

ADJUSTMENT OF COMPLAINTS

BY

**STATE DIRECTORS AND
CODE AUTHORITIES**



**UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1934**

The State Directors of the National Emergency Council in each State will be kept informed and up to date on all interpretations, explanations and changes of this Manual. Address all queries to them or to the Compliance Division, NRA, Washington, D.C.

U. S. GOVERNMENT PRINTING OFFICE

JAN 30 1935

AMENDMENTS TO NRA BULLETIN NO. 7

ADMINISTRATIVE ORDER NO. X-14

AMENDMENT ONE

[To be inserted at Page 18, Bulletin No. 7]

Part Two, Section IV, "Handling of Complaints by the State Director" is amended by adding at the end thereof the following:

"F. Reference to the District Attorney by the State Director.—

If at any time the State Director is convinced that the facts relative to a complaint conclusively establish a violation which the respondent shows no disposition to correct or adjust, the State Director may immediately refer the entire record in the case to the appropriate District Attorney of the United States for action instead of to the National Compliance Director as provided in Paragraph D, 5 (p. 17 above). Whenever a case is so referred, under this paragraph, the State Director will inform the respondent of such reference and will immediately transmit a complete transcript, in triplicate, of the entire record of the case to the Control Section of the Compliance Division of NRA."

AMENDMENT TWO

[To be inserted at Page 32, Bulletin No. 7]

Part Three, Section IV, Paragraph C, "Handling of Accepted Complaints by an Industrial Adjustment Agency" is amended by adding at the end thereof the following:

"12. Reference to the District Attorney by Adjustment Agency Authorized to Handle the Complaint *in the First Instance*.

"(a) If at any time the highest Adjustment Agency finds that the facts relative to a complaint conclusively establish a violation which the respondent shows no disposition to correct or adjust, the case may be immediately referred to the appropriate District Attorney of the United States through the State Director for the State in which the appropriate District Court of the United States is located. Whenever a case is so referred under this paragraph the highest Adjustment Agency will inform the respondent of such reference and the State Director will immediately transmit a complete transcript in triplicate of the entire record of the case to the Control Section of the Compliance Division of NRA.

"(b) Where a Code Authority has divisional, regional or local Industrial Adjustment Agencies authorized by NRA, the Code Authority may provide that such divisional, regional or local Industrial Adjustment Agency shall have power to refer cases to the appropriate District Attorney, through the State Director, in accordance with the procedure outlined in the foregoing paragraph."

AMENDMENT THREE

[To be inserted at Page 16, Bulletin No. 7]

Part Two, Section IV, Paragraph C, 3, "State Adjustment Board, Functions" is amended by adding to the end thereof the following:

"(c) In any case where the State Director has decided to refer a case directly to the appropriate District Attorney of the United States (as provided in Part Two, Section IV, Paragraph F, page 18), or where he has been requested to so refer a case by an Industrial Adjustment Agency (as provided in Part Three, Section IV, Paragraph C, 12, page 32), he may submit the case to the Adjustment Board for its advice and recommendations."

APRIL 6, 1934.

HUGH S. JOHNSON, *Administrator*.

NATIONAL RECOVERY ADMINISTRATION

BULLETIN NO. 7

JANUARY 22, 1934

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OFFICES OF STATE DIRECTORS OF THE NATIONAL EMERGENCY COUNCIL

- 1 Birmingham, Ala.: 257 Federal Building
- 2 Phoenix, Ariz.: 704 Heard Building
- 3 Little Rock, Ark.: 430 Donaghey Building.
- 4 San Francisco, Calif.: 311 Customhouse.
- 5 Los Angeles, Calif.: 1163 South Broadway, Branch Office.
- 6 Denver, Colo.: 720 U.S. National Bank Building.
- 7 Hartford, Conn.: 301 Federal Building.
- 8 Wilmington, Del.: Mullin Building.
- 9 Jacksonville, Fla.: U.S. Federal Building.
- 10 Atlanta, Ga.: 504 Post Office Building.
- 11 Boise, Idaho: 325 Idaho Building.
- 12 Chicago, Ill.: Suite 1706, 201 North Wells Street.
- 13 Indianapolis, Ind.: Chamber of Commerce Building.
- 14 Des Moines, Iowa: 311 Old Federal Building.
- 15 Topeka, Kans.: 206-7 Kresge Building.
- 16 Louisville, Ky.: 408 Federal Building.
- 17 New Orleans, La.: 225-A Customhouse.
- 18 Augusta, Maine: Statehouse.
- 19 Baltimore, Md.: Customhouse.
- 20 Boston, Mass.: 80 Federal Street.
- 21 Detroit, Mich.: 801 First National Bank Building.
- 22 Jackson, Miss.: 714 Standard Life Building.
- 23 Minneapolis, Minn.: 213 Federal Building.
- 24 St. Louis, Mo.: Suite 1216, 506 Olive Street.
- 25 Helena, Mont.: 604 Power Block Building.
- 26 Omaha, Nebr.: 511 Federal Building.
- 27 Reno, Nev.: City Hall.
- 28 Concord, N.H.: Phoenix Hotel.
- 29 Newark, N.J.: 106 Broad Street, 434 Industrial Office Building.
- 30 Santa Fe, N.Mex.: Post Office Building.
- 31 New York, N.Y.: 45 Broadway.
- 32 Albany, N.Y.: 90 State Street, 622 National Savings Bank Building,
Branch Office.
- 33 Buffalo, N.Y.: Chamber of Commerce Building, Branch Office.
- 34 Raleigh, N.C.: 206 Commercial National Bank Building.
- 35 Bismarck, N.Dak.: Room 679, 202½ Third Street.
- 36 Cleveland, Ohio: 1803 Terminal Tower.
- 37 Oklahoma City, Okla.: 427 Commerce Exchange Building.
- 38 Portland, Oreg.: 215 New Post Office Building.
- 39 Philadelphia, Pa.: 933 Commercial Trust Building.
- 40 Pittsburgh, Pa.: Chamber of Commerce Building, Branch Office.
- 41 Providence, R.I.: 518 Federal Building.
- 42 Charleston, S.C.: Chamber of Commerce Building.
- 43 Pierre, S.Dak.: 321 State Capitol Building.
- 44 Memphis, Tenn.: 229 Federal Building.
- 45 Houston, Tex.: Chamber of Commerce Building.
- 46 Dallas, Tex.: Chamber of Commerce Building, Branch Office.
- 47 Salt Lake City, Utah: 1103 Boston Building.
- 48 Burlington, Vt.: Room 2, Union Station.
- 49 Richmond, Va.: 1429 East Broad Street, Central National Bank
Building.
- 50 Seattle, Wash.: 809 Federal Building.
- 51 Charleston, W.Va.: 464 State Capitol Building.
- 52 Madison, Wis.: 319 South, State Capitol.
- 53 Cheyenne, Wyo.: Post Office Building.

This Manual is for sale by the Superintendent of Documents, Washington, D.C., and at the offices listed above.

PART ONE.—INTRODUCTION

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PART ONE—INTRODUCTION

It is the purpose of this Manual to indicate the method by which complaints of violations of NRA Codes of Fair Competition will be handled by NRA and by Code Authorities. This Introduction sets out the fundamental relationship between Industry and NRA in Code Administration with particular emphasis on that relationship as it bears on the problems of adjusting complaints of violations of NRA Codes.

I. CODE ADMINISTRATION

A. INDUSTRY ADMINISTERS CODES SUBJECT TO THE ULTIMATE RESPONSIBILITY OF NRA

After a Code has been approved, there remains the problem of Code administration. The responsibility for insuring that Codes are administered and that the public is protected lies with the Administrator; but the aim of NRA is to give to Industry, through its Code Authorities, the widest possible range of self-government, subject to the ultimate responsibility of the Administrator. Consequently, practically all Codes provide that the Code Authority thereof is to administer the Code.

B. TWO ASPECTS TO CODE ADMINISTRATION—(1) PLANNING AND PROGRESS; (2) COMPLIANCE

There are two aspects to Code Administration: (1) Planning and Progress and (2) Compliance. The first aspect includes such functions as economic planning and research for the Industry, reports and recommendations on conditions in the Industry, collection of statistical data, preparation of cost accounting methods, etc. The second aspect includes: (a) The instruction and education of those subject to the Code as to their responsibilities thereunder so as to anticipate and avoid complaints of noncompliance. (b) The adjustment of complaints of noncompliance by education, findings of facts, and the pressure of opinion within the Industry. (c) The adjustment of complaints by conciliation, mediation and arbitration. (d) The rendition of reports to the enforcement agencies of government in those cases where all other means have failed. Such reports should be based upon adequate findings of fact.

C. FUNDAMENTAL THAT INDUSTRY SHOULD EFFECT BOTH

It is fundamental, within both the letter and intent of NIRA (the National Industrial Recovery Act), that as much as possible of both aspects of Code administration be effected by Industry itself. This should be done through the Code Authority (specifically provided for in the Code).

D. EQUALLY FUNDAMENTAL THAT NRA WILL SUPERVISE AND ACT WHERE INDUSTRY DOES NOT

It is equally fundamental, within both the letter and intent of NIRA, that the ultimate responsibility for efficient Code administration lies with NRA, which will supervise Code administration by Code Authorities. To carry out this responsibility most Codes provide for one or more Administration Members to sit on the Code Authority without vote, but with a veto on all acts of the Code Authority in Code administration (subject to review by NRA). In addition, NRA will directly administer the Code itself wherever an Industry is unable to administer it or fails to administer it, or where there are certain functions of Code administration which by their nature government should perform directly.

E. INDUSTRY ORGANIZED THROUGH TRADE ASSOCIATIONS FOR "PLANNING AND PROGRESS"

In an Industry sufficiently organized to have agreed upon a Code of Fair Competition, there usually will be no need for Government administration in the "planning and progress" field. These functions Industry is already performing for itself through its trade associations. A trade association may be a Code Authority, or may be used by a Code Authority, as provided in the Code. It is the policy of NRA to build up and strengthen trade associations throughout all Commerce and Industry so that they may perform all Code administrative functions. A Trade Association Division has been established in NRA to carry out this policy and to advise and assist Industry in the performance of these functions.

II. CODE COMPLIANCE

A. INDUSTRY IN GENERAL IS NOT ALREADY ORGANIZED FOR COMPLIANCE

The field of administration for compliance is an entirely new one. No Industries were heretofore organized with this function in view. Until an Industry is organized to perform this function NRA will have to perform it, but it is the policy to pass this function on to all Industries as rapidly as they are ready to receive it. An Industry may not undertake administration for compliance until it has received an express authorization to this effect from NRA.

B. DEFINITIONS

1. Industrial Adjustment Agencies

The term "Industrial Adjustment Agency" wherever used in this Manual refers to any Agency of an Industry for obtaining compliance with its Code. The Code Authority itself will sometimes be the only Industrial Adjustment Agency for the Industry. More often, and preferably, Complaints Committees will be established by the Code Authority and they will in turn establish Adjustment Agencies for divisions of the Industry (Divisional Industrial Adjustment Agencies), or for territorial regions (Regional or Local Industrial Adjustment Agencies). In some cases Industrial Adjustment Agencies may be set up by an Industry *in addition* to its Code Authority.

2. Labor Complaints

The term "labor complaint" wherever used in this Manual refers to a complaint alleging a violation of the labor provisions of a Code.

3. Trade Practice Complaints

The term "trade practice complaint" wherever used in this Manual refers to a complaint alleging a violation of any provision of a Code other than the labor provisions.

4. Labor Disputes

The term "labor dispute" wherever used in this Manual refers to a situation where a strike or lockout exists or is threatened—or to a complaint which because it primarily involves Section 7(a) of NIRA may lead to a labor dispute.

C. MOST INDUSTRIES ARE ORGANIZED TO HANDLE TRADE PRACTICE COMPLAINTS

As soon as a Code Authority is set up and ready to function it will usually be well enough organized to adjust most complaints of violations of the *trade practice* provisions of the Code. Such complaints involve the rights of one employer against another employer within the Industry. Trade associations and other existing agencies of industrial self-government are well adapted to handle this type of complaint.

D. LABOR COMPLAINTS PRESENT MUCH MORE DIFFICULT PROBLEMS AND REQUIRE A REGIONAL ADJUSTMENT SYSTEM

The function of securing compliance with the labor provisions of Codes presents a much more difficult problem of organization and administration. Labor complaints, by their very nature, require a regional system of fact-finding and adjustment agencies. In order to protect the interests and rights of an employee under a Code, there must be agencies convenient in location and functioning so as to protect the interests of the employee. Very few Industries are organized at this time along lines suitable to adjustment and fact-finding in this type of case. Complaints of violations of labor provisions should not be referred to Industrial Adjustment Agencies unless the interests of the employee are adequately protected. (See Part Three, II, B, page 24.)

E. NRA HAS A FIELD ADJUSTMENT SYSTEM WHICH WILL FILL THE GAPS IN INDUSTRIAL SELF-GOVERNMENT

The Government has provided compliance agencies in each of the forty-eight States under the direction of the State Directors of the National Emergency Council. (See map of offices facing page (iv)). As the volume of complaints increases it may become necessary in many cases to provide for local governmental adjustment agencies, which will report up through the State Directors. This governmental regional organization is a part of the Compliance Division of NRA under the direction of the National Compliance Director in Washington. It will fill the gaps in industrial self-government. To the extent required, it will act for an Industry while the Industry is organizing to

handle compliance problems for itself; or where an Industry in a certain territory has no Industrial Adjustment Agencies; or where an Industry, though organized to handle trade practice complaints, has no machinery to handle labor complaints; or where the Industry fails to carry through in its efforts to adjust a complaint; or where for any other reason it is necessary for the governmental rather than the industrial system to act.

F. COMPLAINTS TO BE FILED WITH THE STATE DIRECTOR UNTIL AN INDUSTRY'S INDUSTRIAL ADJUSTMENT AGENCIES HAVE BEEN AUTHORIZED TO HANDLE SUCH COMPLAINTS "IN THE FIRST INSTANCE"

Until an Industry has an Industrial Adjustment Agency authorized to handle a particular type of complaint "*in the first instance*" (see Paragraph G, 3, below) all complaints of that type should be filed by the complainant with the State Director. (See chart facing page 33.)

G. COORDINATION OF INDUSTRIAL ADJUSTMENT AGENCIES AND NRA IS PROVIDED FOR

1. State Directors

The Compliance Division will keep the State Directors constantly informed as to which Industrial Adjustment Agencies are to handle particular types of complaints in particular territories, so that the State Directors may cooperate with them.

2. Complaints Handled by Industrial Adjustment Agencies "On Reference"

State Directors may be instructed to refer all complaints of a certain type to an Industrial Adjustment Agency *on reference*. This means that all complaints of this type filed with a State Director will be referred to an Adjustment Agency of the Industry (except where to do so would be subversive of the interests of an interested party or of the public) with instructions to report back within a specified time to the State Director as to the progress made in handling the case.

3. Complaints Handled by Industrial Adjustment Agencies "In the First Instance"

An Industrial Adjustment Agency may be authorized to receive complaints *in the first instance* and the State Directors will be instructed accordingly by NRA. Publicity will be given to such instructions so that all interested parties may know that one should complain *directly* to the Industrial Adjustment Agency. Thereafter, all such complaints will be adjusted within the Industry and only such complaints as the industry fails to adjust will be handled by NRA.

4. Complaints Adjusted Jointly by NRA and Industrial Adjustment Agencies

When an industry is completely organized to adjust all complaints, it may still be advantageous for it to call upon NRA to supplement its functioning. Thus, the preliminary investigation of some complaints may be done at the request of an Industrial

Adjustment Agency by a regional governmental agency and the facts reported to the Industrial Agency. This again illustrates the fundamental theory underlying NRA of industrial self-discipline with governmental partnership.

5. Right to File Complaints with NRA Directly

Even where an Industrial Adjustment Agency has been authorized to handle complaints in the first instance or on reference a complainant always has the right to file his complaint with NRA either in Washington or through the State Director in order to protect his or the public interest.

H. NRA AND THE CODE AUTHORITIES ARE ADJUSTMENT AGENCIES, NOT ENFORCEMENT AGENCIES

The system outlined by this Manual is designed to insure the speedy elimination, by *adjustment*, of such noncompliance as is due to misunderstanding, and the prompt prosecution of all cases of wilful noncompliance. Through the various Industrial Adjustment Agencies and the State Directors, all persons against whom complaints have been lodged will be given ample opportunity to demonstrate their desire to cooperate and to make restitution for any violation due to misunderstanding or ignorance. But cases of wilful violation will always be forwarded promptly to Washington for reference to the *enforcement* agencies of the Government.

J. THE DEPARTMENT OF JUSTICE AND THE FEDERAL TRADE COMMISSION ARE THE ENFORCEMENT AGENCIES OF THE GOVERNMENT

Ultimately, all unadjusted complaints reported up through an Industry by Industrial Adjustment Agencies will be referred to the Compliance Division of NRA in Washington, as will all unadjusted complaints reported up by the State Directors. If the National Compliance Director is unable to effect an adjustment, such complaints will be referred to the National Compliance Board. If it is unable to effect compliance it will turn the case over to the appropriate enforcement agency of the Federal Government—either the Department of Justice or the Federal Trade Commission. These will invoke the sanctions provided by law or take other action within their powers.

K. THIS MANUAL SETS OUT RULES FOR ADJUSTMENT

In the adjustment of complaints either by Industrial Adjustment Agencies or by State Directors there are certain cardinal principles which must be followed. The Regulations set out in Parts Two and Three of this Manual embody these principles. However, there are two rules which are so important as to be deserving of particular mention here. These are:

1. All Complaints Must be Treated Confidentially

(a) If the name of the complainant is revealed it may mean the loss of his job. Conversely—the mere revelation of the fact that a complaint has been filed against an employer may arouse adverse public opinion which might be disastrous to his business. Therefore it is important to keep the names of the parties confidential.

(b) If it is necessary to use the name of the complainant in order to effect a satisfactory adjustment and the complainant has not already given permission to use his name, the complainant's permission to do so should be requested. The mere fact that the respondent demands the name of the complainant does not, in itself, make it necessary to reveal the complainant's name in order to adjust a case. *In all cases where the complainant states that he does not wish his name to be revealed his wishes must be respected.*

2. Final Rulings on Interpretations, Exceptions, Exemptions and Modifications are to be Made by the National Recovery Administration, not by Code Authorities or by State Directors

(a) DEFINITIONS

(i) Interpretations

This term includes all rulings on the meaning of the language of a Code where the intent of that language is in doubt, i.e., where a knowledge of the surrounding circumstances and of the general policies of NRA on the part of the person or body making the ruling fails to remove the necessity for a decision on which reasonable men, equally well informed, might differ. Where no decision is required on which reasonable men, equally well informed, might differ, the ruling is not an interpretation but merely an "explanation."

(ii) Exceptions and exemptions

These terms include all rulings whereby an individual, group or class is released from the full operation of a provision of a Code.

(iii) Modifications

This term includes all rulings whereby a Code is amended by adding a provision thereto or changing or omitting any provision thereof.

(b) FINAL RULINGS

Industrial Adjustment Agencies and State Directors are encouraged to disseminate authoritative information on and explanations of Codes; but the promulgation of a final ruling on any of the above matters has the same effect as the promulgation of an approved Code and therefore it must be given the same balanced consideration by the Industry and NRA which was given to the promulgation of the Code. Therefore no rulings on these matters may be made except by NRA in Washington after receiving the recommendations of the Code Authority.

PART TWO.—ADJUSTMENT BY THE STATE DIRECTORS OF THE NATIONAL EMERGENCY COUNCIL OF COMPLAINTS OF NRA CODE VIOLATIONS

PART TWO.—ADJUSTMENT BY THE STATE DIRECTORS OF THE NATIONAL EMERGENCY COUNCIL OF COMPLAINTS OF NRA CODE VIOLATIONS

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PART TWO.—ADJUSTMENT BY THE STATE DIRECTORS OF THE NATIONAL EMERGENCY COUNCIL OF COMPLAINTS OF NRA CODE VIOLATIONS

Part Two of this Manual is confined to Regulations outlining the manner in which complaints alleging violations of NRA Codes of Fair Competition will be handled by the State Directors of the National Emergency Council. These State Directors are charged with the duty of adjusting, whenever possible, all Code violations not adjusted by Industry and to that end, under these Regulations, will do everything within their power to secure compliance through education and explanation.

The State Directors are not enforcement officers. The enforcement agencies of the Government are the Federal Trade Commission and the Department of Justice.

I. STAFF FOR NRA COMPLIANCE WORK

In addition to an adequate clerical staff each State Director will be provided with the following personnel for NRA compliance work:

- (a) A Labor Compliance Officer.
- (b) An Office Manager.
- (c) A Legal Adviser (when necessary).

Although only a skeleton organization will be provided at first, it will be expanded by NRA upon the recommendation of the State Director as the volume of work increases. For example, when the volume of trade practice complaints warrants, a Trade Practice Compliance Officer will be appointed. The Office Manager will serve as the Trade Practice Compliance Officer until the volume of such cases warrants an additional appointment.

When the volume of field work requires, enough Field Adjusters will be appointed to handle all complaints promptly. Until then, the Labor Compliance Officer and the Trade Practice Compliance Officer may act as their own adjusters. The Office Manager and the Legal Adviser may also act in this capacity.

The State Director is responsible for all action taken by his staff under these Regulations and may make such office rules as he deems desirable for the supervision of the activities of his staff.

II. RECEIPT OF COMPLAINTS

A. FORM OF COMPLAINTS

Complaints of Code violations will be in writing, preferably on the NRA Complaint Form, copies of which may be obtained at all Post Offices, except fourth class. Anonymous complaints will be acted upon at the discretion of the State Director.

B. WHERE COMPLAINTS SHOULD BE FILED

Complaints to be filed with the State Director should be sent to the office (or branch office) of the State Director for the territory in which is located the establishment or the person against whom the complaint is registered (hereinafter called the "respondent").

C. ROUTING OF COMPLAINTS

Complaints will be routed by the mail clerk to the Labor Compliance Officer or the Trade Practice Compliance Officer, depending upon whether they are labor or trade practice complaints. A competitor making a *labor* complaint against an employer may elect to have such a complaint treated as a *trade practice* complaint. In that case, if there is an appropriate Industrial Adjustment Agency authorized to handle trade practice complaints the complaint will be referred to that Agency.

III. COMPLAINTS WHICH MIGHT HAVE BEEN FILED WITH ANOTHER AGENCY

A. COMPLAINTS INVOLVING LABOR DISPUTES

Complaints which involve a situation where a strike or lockout exists or is threatened and complaints which, because they primarily involve Section 7(a) of NIRA, may lead to labor disputes will be forwarded directly to the appropriate Industrial Adjustment Agency or, if none is authorized to handle labor disputes, to the appropriate Regional Labor Board of the National Labor Board. Where a complaint is referred to a Regional Labor Board a brief report of such reference will be made to the National Labor Board and the complainant will be informed that the complaint has been so referred. If the alleged violation of Section 7(a) is merely incidental to another type of complaint, the matter will be handled as a labor complaint, not as a labor dispute.

B. COMPLAINTS WHICH MIGHT HAVE BEEN FILED WITH AN INDUSTRIAL ADJUSTMENT AGENCY IN THE FIRST INSTANCE

NRA will periodically inform the State Directors as to which Industrial Adjustment Agencies have been authorized to receive particular types of complaints *in the first instance* directly from the complainant. These complaints will be forwarded to the appropriate authorized Industrial Adjustment Agency, without any request for a Progress Report, unless the complainant indicates that he purposely filed the complaint with the State Director or that fact appears from the substance of the complaint—e.g., a complaint that the Code Authority is dominated by hostile or monopolistic interests—in which case the complaint was properly filed with the State Director. Whenever a complaint is transmitted to an Industrial Adjustment Agency the complainant will be so notified.

IV. HANDLING OF COMPLAINTS BY THE STATE DIRECTOR

All complaints which on their face appear to have been properly filed with the State Director will be examined for sufficiency. All doubtful complaints will be referred to the Legal Adviser for an

opinion as to their legal sufficiency. If the Legal Adviser is in doubt as to the legal sufficiency of a complaint, he should request, through the State Director, a ruling from NRA in Washington.

A. REJECTED COMPLAINTS

1. Complaints Based on Misunderstanding

A complaint will be rejected if it is obviously crank, or where, even if all the facts as stated therein are true, those facts do not constitute a violation of a Code. In the latter case, the complaint will be acknowledged and returned to the complainant with an explanation as to why it has been rejected.

2. Deficient Complaints

If it appears from the complaint that any provision of a Code may have been violated, but the complaint does not clearly state sufficient facts to establish a violation, the complainant will be advised wherein he failed to set forth a violation and will be requested to furnish additional information.

3. Complaints indicating a Deficiency in a Code

In some cases a complaint may indicate that conditions are permitted by a Code which violate the spirit and intent of NIRA or of the Code and yet do not constitute a technical violation of the Code because some provision of the Code is loosely drawn. In such a case, an explanatory letter will be sent to the complainant and the respondent and a report will be made to the National Compliance Director.

B. ACCEPTED COMPLAINTS

If a complaint states facts which, if true, constitute a violation of a Code, the complaint will be accepted. Accepted complaints fall into two classes and will be handled as follows:

1. Complaints which Industrial Adjustment Agencies are Authorized to Handle *on Reference*

(a) Digests (fully setting forth the facts of the complaint) or copies will be made in triplicate of all such complaints.

(b) One copy of the digest or of the complaint will be referred to the appropriate Industrial Adjustment Agency. A case so referred will be accompanied by a letter requesting a Progress Report as soon as possible, but in no event later than two weeks from the date of reference.

(c) A notice will be sent to the complainant stating that the complaint has been so referred and stating the name and address of the Adjustment Agency.

(d) If no report is received within the time specified the appropriate Compliance Officer will write the Agency to which the complaint was referred and request that a Progress Report be made by return mail. If there is no satisfactory answer to this inquiry by

return mail, the Compliance Officer will report this fact to the State Director who will advise the Agency that unless immediate word is received he will proceed to adjust the complaint directly on the assumption that the Agency has been unable to do so. The State Director will allow sufficient time to elapse to receive an answer and if no satisfactory answer is forthcoming within that time he will then instruct the Compliance Officer to proceed in the manner outlined below for adjusting complaints directly.

(e) If the Agency reports that the complaint has been adjusted, the complaint will be filed as adjusted and the complainant will be so advised.

(f) If the Agency reports that it is unable to adjust the complaint the State Director will proceed in the manner outlined below for adjusting complaints directly. In this case, however, all correspondence, interviews and findings of fact made by the Agency may be availed of as part of the record.

(g) The State Director will keep a record of all complaints sent to Industrial Adjustment Agencies *on reference* and when he believes that any such Agency is qualified to handle a particular type of complaint *in the first instance* he will make such a recommendation to the National Compliance Director.

2. Complaints which are to be Handled Directly by the State Director

(a) In every case where adjustment is undertaken by the State Director the first step will be to inform the respondent of the nature of the complaint, explain the part of the Code which it is claimed he is violating and ask him for a statement of his position. At the same time the State Director will furnish him with a copy of the Code for his Industry and a copy of the printed statement entitled "Information for Persons Charged with Violation of an NRA Code" (in the form prepared for use by State Directors). If the respondent does not reply within a reasonable time, the State Director will immediately communicate with him again to the same effect by registered mail, enclosing a copy of the Code and of the printed statement just mentioned.

(b) If the respondent admits the violation alleged but furnishes satisfactory evidence that he is now complying, is willing to comply in the future and has made equitable restitution for past violations, the case will be considered as adjusted and the complainant and the respondent will be so notified. Where an employee has been discharged for filing the complaint, the discharge will be treated as an aggravation of the original violation, and reemployment of the complainant will be a condition precedent to filing the case as adjusted.

(c) If the respondent denies the facts as alleged, or if he admits the facts but takes issue as to the meaning of the Code or asserts that he is not subject to the Code or there is a conflict of Codes, and if the respondent fails to satisfy the Compliance Officer that he is not violating a Code, he should be invited to appear at the office of the State Director and state his case, when in the opinion of

the Compliance Officer such an interview is expedient and might facilitate an adjustment. If no interview is held or if, after an interview, the case is still unadjusted, and it appears desirable for a Field Adjuster to visit the respondent, arrangements for such a visit should be made. (For the use of Field Adjusters see page 18.) If in any case there is doubt as to the meaning of the Code or as to whether the respondent is subject to the Code, or where there is a conflict or possible conflict of Codes, an official ruling should be obtained from NRA in Washington.

(d) FIELD ADJUSTER'S REPORT

(i) If the Report of the Adjuster indicates that the respondent has not violated any provision of an approved Code, the complainant will be so advised by the Compliance Officer. If no further word is received from the complainant within a reasonable time, the case will be filed as adjusted and the respondent so advised.

(ii) If the Adjuster's Report indicates that the respondent is willing to comply and make equitable restitution for his past violations, the Compliance Officer will file the complaint as adjusted upon being furnished satisfactory evidence of present compliance and equitable restitution, and will so advise the complainant and respondent.

(iii) If, on the other hand, the report of the Adjuster indicates that the respondent refuses to comply or make equitable restitution for past violations or has failed to furnish a satisfactory explanation, the Compliance Officer—if he decides further action on his part would be futile—will lay the case before the State Director with his recommendations. The State Director will inform the respondent of the action which he decides to take thereon.

(e) ARBITRATION

If at any stage in the adjustment of any complaint arbitration is an appropriate means of adjustment the Compliance Officer may seek to induce the parties to arbitrate.

(f) *All complaints must be treated confidentially. See Introduction, Part One, page 7.*

C. STATE ADJUSTMENT BOARD

1. General

If in any case either the complainant or the respondent is dissatisfied with the final decision of the Compliance Officer, he should be afforded an interview with the State Director. If he is dissatisfied with the final decision of the State Director it should be made clear to him that he has the right to appeal to, and to appear in person before, the Adjustment Board, or to file a statement with that Board.

2. Organization

There will be one or more Adjustment Boards in each State. The number and location of these Boards will depend upon

the volume of cases submitted for consideration. The Board will be composed of an equal number of members (approved by NRA) representative of employees and of employers respectively, and a chairman representative of the public, agreed upon by the other members, to be appointed by the President.

The State Director will designate his Officer Manager to serve as Executive Secretary of the Adjustment Board. Clerical assistance will be furnished by the Office of the State Director.

The Legal Adviser on the staff of the State Director will advise the State Adjustment Board on legal matters whenever it so requests.

Whenever a respondent makes a statement before the Adjustment Board, a summary of the statement should be promptly prepared by the Executive Secretary of the Board or the Legal Adviser. The summary should be signed by the respondent, if he is willing. If he declines to sign it, a statement to this effect should be added to the summary. If the respondent declines to make any statement before the Board, the Board's recommendations should note that fact.

3. Functions

(a) A case will be submitted to the Adjustment Board by the State Director where either the complainant or respondent has requested such reference or where the State Director desires to place a matter before the Board.

(b) The Board will not decide on what action should be taken on cases, but will make recommendations to the State Director on matters submitted to it by him. The Board may recommend any action which may be taken by NRA as indicated in paragraph E below. Where the recommendations of the Board are not unanimous, the signed recommendations of each member should appear.

(c) If the State Director decides not to take action on a complaint but upon submission to the Adjustment Board a majority of the Board recommends that action should be taken, then, unless the complainant withdraws his complaint or the respondent complies with the recommendations of the Board, the State Director will report the case to the National Compliance Director.

(d) All recommendations of the Adjustment Board become a part of the record and whenever a case is forwarded to the National Compliance Director the original signed recommendations will accompany the case.

D. REFERENCE TO THE NATIONAL COMPLIANCE DIRECTOR BY THE STATE DIRECTOR

1. If adjustment has not been effected by the foregoing procedure the State Director will inform the respondent that unless the respondent furnishes satisfactory evidence of compliance within a stated number of days the complaint will be forwarded to the National Compliance Director in Washington for appropriate action.

2. If such evidence is not supplied within the number of days stated, the State Director will inform the respondent that he

is forwarding the case to the National Compliance Director. After allowing the respondent sufficient time to furnish evidence of compliance by return mail, the State Director will forward the case to the National Compliance Director with his recommendations. The State Director may recommend any action which may be taken by NRA as indicated in paragraph E below.

3. On forwarding the case to the National Compliance Director the State Director will transmit to him:

- (a) The original complaint.
- (b) A copy of the digest or of the complaint.
- (c) All previous correspondence on the case.
- (d) All original evidence, including all affidavits and all reports of Field Adjusters (if any).
- (e) The recommendations of the Adjustment Board (if the case was referred to the Board).
- (f) A summary of the respondent's statement before the Adjustment Board (if he made an oral statement to the Board) and his written statement to the Board (if he filed such a statement).
- (g) A report signed by the State Director setting forth:
 - (i) That notice of the complaint was furnished to the respondent with an explanation of his obligations with reference to the subject matter of the complaint. (See paragraph 4 below.)
 - (ii) That a copy of the Code was furnished to the respondent. (See paragraph 4 below.)
 - (iii) That a copy of "Information for Persons Charged with Violation of an NRA Code," in the form prepared for use by State Directors, was furnished to the respondent. (See paragraph 4 below.)
 - (iv) A summary of the facts with reference to the violation, as found by the State Director, including relevant dates, names, hours, wages and the like.
 - (v) Details of any personal interviews the respondent had at the State Director's office.
 - (vi) Any other pertinent facts within the knowledge of the State Director.
 - (vii) The State Director's recommendations.

4. If the respondent did not answer, either personally or by letter, the State Director's first notice of the complaint, the State Director's report should further state that the matters referred to in (i), (ii) and (iii) immediately above were sent to the respondent by registered mail, and the original Post Office registry receipt should accompany the report.

5. *If at any time the State Director is convinced that a complaint conclusively sets forth a violation which the respondent shows no disposition to correct or adjust, the State Director may immediately refer the entire record in the case to the National Compliance Director without following the steps outlined above.* However, after a case has been

referred to the National Compliance Director under this paragraph, the respondent will be informed of such reference. He will also be informed that he has a right to appear before, or file a statement with, the Adjustment Board within a stated number of days. If the respondent appears before or files a statement with the Adjustment Board within the time set, the Board's recommendation should be forwarded to the National Compliance Director as soon as the case has been considered by it. If the respondent does not appear or file a statement within the time set, notice to that effect should be promptly given by the State Director to the National Compliance Director.

E. ACTION TAKEN IN WASHINGTON

1. National Compliance Director

When an unadjusted complaint is referred to the National Compliance Director he will take such action as he may deem advisable. If he is unable to adjust the complaint or feels that he should not make further attempts at adjustment, he will refer the case to the National Compliance Board.

2. National Compliance Board

Upon the reference of a complaint, with reports and recommendations thereon, to the National Compliance Board, that Board may decide to:

- (a) Undertake further attempts to reach an adjustment.
- (b) Call a public hearing on the case to be held in Washington or locally.
- (c) Remove the Blue Eagle of the respondent and give publicity to this fact.
- (d) Recommend to the Administrator that the case be referred for appropriate action to an enforcement agency of the Government, the Department of Justice, or the Federal Trade Commission. When a complaint is referred to one of these agencies, it may make further investigations or it may take appropriate legal action of a civil or criminal nature.

V. THE USE OF FIELD ADJUSTERS

A. GENERAL

When a case reaches the stage where there are controverted issues of fact, the use of Field Adjusters often becomes necessary to effect an adjustment. However, they should not be used as inquisitors and great care must be taken not to give that impression in the field.

B. TYPES OF ADJUSTERS

1. NRA Employees

In some instances all of the adjusters will be staff employees responsible only to the National Recovery Administration.

These may work directly out of the State Director's Office or may be stationed at points elsewhere in the State, reporting to the State Director's Office as occasion requires.

2. Employees on the Staffs of Cooperating Agencies

(a) The State Director will establish cooperative relations with available Federal and State Agencies within his State which have in their employ field representatives who might be utilized as Field Adjusters. There are many possible degrees of cooperative relationship. An individual employee of a cooperating agency may be authorized to investigate the facts of an individual complaint, or such an agency may be authorized to find the facts in all complaints which are referred to it.

(b) No final arrangements for cooperative relations should be completed until a report has been made to the National Compliance Director and his approval has been given to the proposed arrangements.

C. TECHNIQUE OF FIELD INVESTIGATION

1. (a) The Labor and Trade Practice Compliance Officers are responsible for the assignment of complaints to their Field Adjusters and the supervision of their activities in making necessary investigations.

(b) Field Adjusters will submit their proposed itineraries in advance for the approval of the appropriate Compliance Officer. In the preparation of itineraries the distances to be travelled should be kept to a minimum. Likewise, if it is necessary to make a special trip of some distance and it is possible that no responsible person will be available for interview, an appointment should be made beforehand.

(c) Field Adjusters will make daily and weekly summaries of their activities and will make complete reports on each complaint.

2. A Field Adjuster should never enter any premises without first calling upon the respondent to announce his presence and discuss the complaint.

3. If the respondent admits the facts as alleged in the complaint, his explanation should be obtained and a statement procured from him as to what he will do to end and to make equitable restitution for any violations which he admits.

4. If the respondent admits the facts as alleged but takes issue as to the application of the Code to those facts, a clear explanation of the reasons for his position should be obtained.

5. If the respondent denies the facts alleged in the complaint, the Field Adjuster should request permission to examine the appropriate records (such as time cards, pay rolls, canceled checks, invoices and sales slips). If the respondent refuses, the Field Adjuster should not insist upon access to such records. However, he should explain to the respondent that his refusal will be an indication that he does not desire to adjust the complaint and will

operate to his disadvantage. If the respondent still refuses, the Adjuster should report the fact.

6. Field Adjusters should not interview employees during working hours or upon the employer's premises without the permission of the employer.

7. Field Adjusters should bear in mind at all times that it is their function to find the facts and explain the respondent's obligations under the Code to him. They should never engage in argument or dispute.

PART THREE.—ADJUSTMENT BY CODE AUTHORITIES OF COMPLAINTS OF NRA CODE VIOLATIONS

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PART THREE.—ADJUSTMENT BY CODE AUTHORITIES OF COMPLAINTS OF NRA CODE VIOLATIONS

I. INTRODUCTION

It is the fixed policy of the National Recovery Administration, as explained in the general Introduction to this Manual, to leave administration for compliance to Industry itself as far as possible. But the ultimate responsibility for the administration of Codes rests with NRA, and the work of obtaining compliance cannot be left to any particular Industry unless that Industry is properly organized for that purpose. To the extent to which it is not so organized that work will be performed by NRA.

This part of the Manual sets forth:

- (a) certain acceptable standards for the organization of Industrial Adjustment Agencies.
- (b) regulations governing the procedure whereby an Industry may obtain NRA's approval of its Industrial Adjustment Agencies.
- (c) a suggested procedure to be followed by these Agencies in the adjustment of complaints.

In so far as this part of the Manual refers to the organization of Industrial Adjustment Agencies and the routing of complaints among them what is set forth here is merely one possible procedure. Industries will differ in their needs and will be free to propose plans suited to their individual requirements. However, so much of this Manual as governs the method of authorization of Code Authority organization and so much as governs the relationship of Industrial Adjustment Agencies to the National Recovery Administration are NRA Regulations.

II. ORGANIZATION OF INDUSTRIAL ADJUSTMENT AGENCIES

A. FOR TRADE PRACTICE COMPLAINTS

A Code Authority desiring to adjust trade practice complaints should organize a Trade Practice Complaints Committee. Its members should be representative of different groups and interests in the Industry, and should be persons of high repute for character, intelligence and fair-mindedness. As this Committee will have important responsibilities it should be small enough to function actively, and its members should be persons who are free to give to the Committee as much time as its work may require. The Committee should have a legal adviser (unless one of its members is qualified to act as legal adviser and assumes the obligation to do so) and an executive secretary who will be charged with the responsibility for all routine correspondence and records. The Administration Member of the Code Authority will be a member of the Committee without vote but with a veto, subject to review by NRA. He will be responsible to NRA for the proper functioning of the Committee.

Subject to the approval of the Code Authority, the Committee may set up divisional, regional or local Industrial Adjustment

Agencies and use available agencies in the Industry, such as existing Trade Associations. If desired, the Committee and its divisional, regional or local Adjustment Agencies may be set up for only certain of the divisions of the Industry or regions of the country, leaving the other divisions or regions to the governmental agencies.

B. FOR LABOR COMPLAINTS

If the Industry desires to adjust its own labor complaints, it must provide adequate adjustment machinery. The interests of the employees in the Industry must be protected by this machinery. In order to set up adequate machinery a Labor Complaints Committee should be organized.

An approved organization of such a committee would be one having an equal number of representatives of employers and employees, who would choose an additional member as chairman. The representatives of the employers may be appointed by the Code Authority subject to the disapproval of NRA. The representatives of the employees should be chosen in such manner that all employees in the industry may be represented as fairly as possible. A possible method of selection may be appointment by the President (or the Administrator, in industries with less than 50,000 employees) upon the recommendation of the Labor Advisory Board of NRA. Any other organization agreed upon by the employees and employers in the Industry may be approved by NRA. The Committee should be small enough to function actively, and its members, as far as possible, should be persons who are free to give the Committee as much time as its work may require. The Committee should have a legal adviser and an executive secretary who will be charged with responsibility for all routine correspondence and records. The Administration Member of the Code Authority will be a member of the Committee without vote but with a veto, subject to review by NRA, and will be responsible to NRA for the proper functioning of the Committee.

The Committee may set up divisional, regional or local Agencies.

The Committee and its divisional, regional and local Industrial Adjustment Agencies may be organized to function for only certain of the divisions of the Industry or regions of the country, leaving the other divisions or regions to governmental agencies.

C. FOR LABOR DISPUTES

An Industry which desires to adjust its own labor disputes (subject to any regulations which may be issued by the National Labor Board or the Administrator) should set up a Labor Disputes Committee. Its membership and organization should be in accordance with what has been said above with reference to the Labor Complaints Committee. The procedure to be followed in the settlement of labor disputes is not covered by this Manual.

The Labor Disputes Committee may be organized to cover only certain divisions or regions, and may have divisional or regional agencies, which, if desired, may be identical with the divisional or regional agencies of the Labor Complaints Committee.

If a Committee is organized to handle both labor complaints and labor disputes, it may be referred to as the Industrial Relations

Committee of the Industry. In any event, where an industry has both a Labor Complaints Committee and a Labor Disputes Committee their work should be coordinated.

D. DEFINITIONS

The term "Complaints Committee" is a collective term for Trade Practice Complaints Committees, Labor Complaints Committees, Labor Disputes Committees and Industrial Relations Committees ("highest Industrial Adjustment Agencies"). The term "Industrial Adjustment Agencies" includes all the Complaints Committees and all divisional, regional and local Adjustment Agencies.

III. PROCEDURE TO BE FOLLOWED BY A CODE AUTHORITY TO OBTAIN AUTHORIZATION FOR ITS INDUSTRIAL ADJUSTMENT AGENCIES TO ADJUST TRADE PRACTICE COMPLAINTS, LABOR COMPLAINTS OR LABOR DISPUTES

A. AUTHORIZATION FROM NRA IS REQUIRED

Many Codes of Fair Competition contain statements that the Code Authority is authorized or required to adjust complaints of various kinds within the Industry. Such statements are not in themselves an authorization to the Code Authority to proceed to adjust complaints. In addition to what is stated in the Code concerning the duties of the Code Authority in this connection, the Code Authority must obtain NRA's approval of the proposed set-up of Industrial Adjustment Agencies and after those agencies have been actually set up the Code Authority must obtain NRA's authorization for them to proceed with the adjustment of complaints. This approval and authorization should be requested through the Administration Member of the Code Authority in formal reports to NRA. As soon as the Deputy Administrator has notified the Code Authority that it is authorized to receive complaints *in the first instance* or that it is authorized to handle complaints *on reference*, the Deputy Administrator will certify this fact to the National Compliance Director, so that appropriate notice may be given to the State Directors.

B. REPORTS BY THE ADMINISTRATION MEMBER OF THE CODE AUTHORITY TO NRA

These reports should be submitted in triplicate and set forth:

1. The names, addresses and occupations of all members of the Industrial Adjustment Agencies and a statement of the groups and interests represented by each member (when the members have already been selected);
 2. An explanation, in the case of all Industrial Adjustment Agencies organized to handle labor complaints or labor disputes, of the manner in which the representatives of the employees have been or are to be selected;
 3. The business addresses of all Industrial Adjustment Agencies (if already fixed);
 4. The exact scope of all Industrial Adjustment Agencies;
- and

5. Whether complaints within the scope of a divisional, regional or local Agency are to be filed with it in the first instance or with a higher Adjustment Agency or with the State Director.

All changes in Industrial Adjustment Agencies must be reported in like manner.

IV. A SUGGESTED PROCEDURE TO BE FOLLOWED BY A CODE AUTHORITY IN THE ADJUSTMENT OF COMPLAINTS

A. FORM OF COMPLAINTS

1. Complaints of Code violations will be in writing, preferably on the NRA Complaint Form, copies of which may be obtained at all Post Offices, except fourth class.

2. Anonymous complaints will be acted upon at the discretion of the Adjustment Agency.

B. RECEIPT OF COMPLAINTS

1. Where Complaints Should be Filed

If a Code Authority has been authorized by NRA to handle complaints of a particular type *in the first instance*, complaints of that type should be filed with the appropriate Industrial Adjustment Agency except where a complainant exercises his right to file his complaint with the State Director.

2. Sources of Complaints

The State Director is the only person who should file complaints with an Industrial Adjustment Agency authorized to handle complaints *on reference* only. Such an Agency will probably receive complaints from other sources by mistake. An Agency authorized to handle complaints *in the first instance* will receive complaints from all sources, including the State Director, the Code Authority, employers and employees in the Industry, and the general public.

3. Complaints Improperly Filed with an Industrial Adjustment Agency

Complaints will be filed with an Industrial Adjustment Agency which should not be filed with it at all. The principal classes of such complaints and the manner in which they will be handled are as follows:

(a) COMPLAINTS NOT RELATING TO THE CODE FOR THAT PARTICULAR INDUSTRY

If there is an Adjustment Agency authorized to handle complaints *in the first instance* in the Industry involved in the complaint, the Adjustment Agency which erroneously received the complaint should forward it to that authorized Agency. If there is no such Agency, or if the Agency receiving the complaint is in doubt, the complaint should be forwarded to the proper State Direc-

tor. In either event the complainant should be notified of the action taken.

- (b) COMPLAINTS RELATING TO THE CODE FOR THAT INDUSTRY BUT OF A CHARACTER WHICH THE PARTICULAR ADJUSTMENT AGENCY WHICH HAS RECEIVED THE COMPLAINT IS NOT AUTHORIZED TO HANDLE

If there is in the Industry an appropriate Adjustment Agency authorized to handle complaints of this character *in the first instance*, the complaint should be forwarded to that Agency. Otherwise it should be forwarded to the State Director.

- (c) COMPLAINTS RECEIVED IN THE FIRST INSTANCE BY AN ADJUSTMENT AGENCY AUTHORIZED TO ADJUST COMPLAINTS OF THAT CHARACTER ON REFERENCE ONLY

Copies or digests of the complaint should be made, and the original complaint, together with two copies of the digest or of the complaint, should be sent immediately to the proper State Director. Thereafter the complaint should be handled by the Adjustment Agency in the same manner as if it had been referred to the Agency by the State Director for handling *on reference*.

4. Acceptance or Rejection of Complaints

(a) EXAMINATION OF COMPLAINTS

All complaints which are proper ones for the Industrial Adjustment Agency receiving them to handle will be examined for legal sufficiency. Where the volume of complaints makes it desirable the Agency should retain a legal adviser.

(b) REJECTED COMPLAINTS

(i) Complaints based on misunderstanding

A complaint will be rejected if it is obviously crank, or where, even if all the facts as stated therein are true, those facts do not constitute a violation of the Code. In the latter case, the complaint should be acknowledged and returned to the complainant with a brief explanation as to why it has been rejected.

(ii) Deficient complaints

If it appears from the complaint that any provision of the Code may have been violated, but the complaint does not clearly state sufficient facts to establish a violation, the complainant should be advised wherein he failed to set forth a violation, and may be requested to furnish additional information.

(iii) Complaints indicating a deficiency in the Code

In some cases a complaint may indicate that conditions are permitted by the Code which violate the spirit and intent of NIRA or of the Code and yet do not constitute a technical

violation of the Code because some provision of the Code is loosely drawn. In such a case, an explanatory letter should be sent to the complainant and to the respondent, and a report always should be made to the National Code Authority.

(iv) **Accepted Complaints**

If a complaint states facts which, if true, constitute a violation of the Code, the complaint will be accepted.

C. HANDLING OF ACCEPTED COMPLAINTS BY AN INDUSTRIAL ADJUSTMENT AGENCY

1. All Complaints Must Be Treated Confidentially

See Introduction, Part One, page 7.

2. Notice to Respondent That Complaint has Been Filed

In every case where adjustment is undertaken by an Industrial Adjustment Agency, the first step should be to inform the respondent of the nature of the complaint, explain the part of the Code which it is claimed he is violating, and ask him for a statement of his position. At the same time the Agency should furnish him with a copy of the Code and a copy of the printed statement entitled "Information for Persons Charged with Violation of an NRA Code," in the form prepared for use by Industrial Adjustment Agencies. If the respondent does not reply within a reasonable time, the Agency will immediately communicate with him again to the same effect by registered mail, enclosing a copy of the code and of the printed statement just mentioned.

3. Where Respondent Admits Violation

If the respondent admits the violation alleged but furnishes satisfactory evidence that he is now complying, is willing to comply in the future and has made equitable restitution for past violations, the Adjustment Agency should notify the complainant and the respondent that the complaint has been filed as adjusted. Where an employee has been discharged for filing the complaint, the discharge should be treated as an aggravation of the original violation, and reemployment of the complainant must be a condition precedent to filing the case as adjusted.

4. Where Respondent Denies Violation

If the respondent denies the facts as alleged, or if he admits the facts but takes issue as to the meaning of the Code or asserts that he is not subject to the Code or there is a conflict of Codes, and if the respondent fails to satisfy the Adjustment Agency that he is not violating a Code, he should be invited to appear at the office of the Adjustment Agency and state his case, when such an interview seems expedient and likely to facilitate an adjustment. If no interview is held or if, after such an interview, the case is still unadjusted, and it appears desirable for a Field Adjuster to visit the respondent, arrangements for such a visit should be made. The Field Adjuster may be either an adjuster in the service of the Adjustment Agency, or an NRA Field Adjuster in the service of the State Director.

If the services of one of these Field Adjusters are desired by the Adjustment Agency, a request should be addressed to the appropriate State Director. In any case where there is doubt as to the meaning of the Code or as to whether the respondent is subject to the Code or where there is a conflict or possible conflict of Codes, an official ruling should be obtained from NRA through the Code Authority.

5. Field Adjuster's Report

(a) If the Report of the Adjuster indicates that the respondent has not violated any provision of the Code, the complainant will be so advised by the Adjustment Agency. If no further word is received from the complainant within a reasonable time, the case will be filed as adjusted and the respondent so advised.

(b) If the Adjuster's Report indicates that the respondent is willing to comply and make equitable restitution for his past violations, the Adjustment Agency will file the complaint as adjusted upon being furnished satisfactory evidence of present compliance and equitable restitution, and will so advise the complainant and respondent.

(c) If, on the other hand, the report of the Adjuster indicates that the respondent refuses to comply or make equitable restitution for past violations or has failed to furnish a satisfactory explanation, the Adjustment Agency—if it decides further attempts to adjust the complaint on its part would be futile—will inform the respondent of the action which it decides to take thereon.

6. Right to Appear in Person

If in any case either the complainant or the respondent is dissatisfied, it should be made clear to him that he has the right to appear in person before the Adjustment Agency or to file a statement with that Agency and, if still dissatisfied, to take the case up to a higher Adjustment Agency or with the State Director or NRA in Washington. If the respondent makes a statement before the Adjustment Agency, a summary should be immediately prepared. It should be signed by the respondent if he is willing. If he refuses to sign it this fact should be noted in the summary. If he refuses to make any statement that fact should be noted in the Agency's file on the case.

7. Arbitration

If at any stage in the adjustment of any complaint arbitration appears to be an appropriate means of adjustment, the Adjustment Agency may seek to induce the parties to arbitrate.

8. Report of Adjustment or Return to State Director of Complaint Handled *on Reference*

(a) Where a complaint is being handled by an Adjustment Agency *on reference* it will make a Progress Report to the appropriate State Director as soon as possible. Such a Report must be furnished within the time specified by the State Director, in no event more than two weeks from the date of reference.

(b) When a case which an Adjustment Agency is handling *on reference* is disposed of by being satisfactorily adjusted, a report should be promptly made to the State Director.

(c) When a case which an Adjustment Agency is handling *on reference* is not disposed of by being satisfactorily adjusted within the time specified by the State Director and the State Director is not satisfied with the progress indicated by the Progress Report, the State Director will proceed to handle the case directly and will so inform the Adjustment Agency.

9. Transmittal of a Case to NRA by Adjustment Agency Authorized to Handle the Complaint in the First Instance

(a) If the particular Adjustment Agency authorized to receive a particular complaint *in the first instance* is unable to adjust it, it should forward the original complaint and all relevant papers to the next higher Adjustment Agency, together with a report sufficient to serve as a basis for the report required in case of ultimate transmittal of the case to NRA. (See Paragraph (c) below.) If this latter Agency is unable to effect adjustment and there is a higher Adjustment Agency, it will forward the case to that Agency in the same manner. Detailed regulations regarding transmittal from one Adjustment Agency to a higher Adjustment Agency should be furnished by the highest Adjustment Agency.

(b) If adjustment has not been effected by the foregoing procedure, the highest Adjustment Agency may inform the respondent that unless the respondent furnishes satisfactory evidence of compliance within a stated number of days, the complaint will be sent to NRA in Washington.

(c) If such evidence is not supplied within the number of days stated, the highest Adjustment Agency should inform the respondent that it is transmitting the case accordingly. After allowing the respondent sufficient time to furnish evidence of compliance by return mail, the highest Adjustment Agency will forward the case to NRA, with its recommendations. On forwarding the case to NRA, the highest Adjustment Agency should transmit:

- (i) The original complaint.
- (ii) A copy of the complaint or of a digest of the complaint.
- (iii) All previous correspondence on the case.
- (iv) All original evidence, including all affidavits and all reports of Field Adjusters (if any), and all findings of fact by lower Adjustment Agencies.
- (v) The recommendations of the highest Adjustment Agency and of all other Adjustment Agencies that have handled the case.
- (vi) Summaries of the respondent's statements before the Adjustment Agencies that have handled the case, and any written statements submitted by him.
- (vii) A report signed by a proper officer of the highest Adjustment Agency setting forth:

(aa) That notice of the complaint was furnished to the respondent, with an explanation of his obligations with reference to the subject matter of the complaint. (See paragraph (d) below.)

(bb) That a copy of the Code was furnished to the respondent. (See paragraph (d) below.)

(cc) That a copy of "Information for Persons Charged with Violation of an NRA Code," in the form prepared for use by Industrial Adjustment Agencies, was furnished to the respondent. (See paragraph (d) below.)

(dd) A summary of the facts with reference to the violation, as found by the highest Adjustment Agency, including relevant dates, names, hours, wages and the like.

(ee) Details of any personal interviews the respondent had at the office of Adjustment Agencies handling the case (in so far as such interviews are not covered by summaries of the respondent's statements).

(ff) Any other pertinent facts within the knowledge of the highest Adjustment Agency.

(d) If the respondent did not answer, either personally or by letter, the first notice of the complaint, the highest Adjustment Agency's statement should further state that the matters referred to in (aa), (bb) and (cc) immediately above were sent to the respondent by registered mail, and the original Post Office registry receipt should accompany the report.

(e) If at any time the highest Adjustment Agency is convinced that a complaint conclusively sets forth a violation which the respondent shows no disposition to correct or adjust the case may be immediately referred to NRA without following the steps outlined above.

10. Labor Disputes.

If at any time in the adjustment of a complaint, a situation develops where there is a threatened or actual strike or lockout, the complaint, together with a report of all action taken thereon to date and of all other pertinent facts, will be referred direct to the appropriate Industrial Adjustment Agency if one has been authorized to handle labor disputes, or, if not, to the appropriate Regional Labor Board of the National Labor Board.

11. Recommendations.

(a) An Industrial Adjustment Agency may recommend any action which may be taken by NRA as indicated in Part Two, IV, E, page 18.

(b) All recommendations for action to be taken by NRA should be signed by the members of the Agency making the recommendations (together with a statement as to the interests each member represents).

(c) Where the recommendations of the Adjustment Agency are not unanimous, the signed recommendations of each

member should appear (together with a statement as to the interests which each of them represents).

D. COMPLAINTS REFERRED TO AN INDUSTRIAL ADJUSTMENT AGENCY BY THE NATIONAL COMPLIANCE DIRECTOR

A complaint relating to an Industry which has no Adjustment Agency authorized to handle complaints of that character either *in the first instance* or *on reference* may be sent by NRA to the Code Authority of the Industry, to attempt to settle the complaint through the weight of public opinion in the Industry. The Code Authority may sometimes be in a position to do this, even though it has no Agency in the Industry to handle such complaints.

E. GENERAL

1. Relation of the Highest Industrial Adjustment Agency to Divisional, Regional and Local Agencies

In each Industry in which divisional, regional or local Adjustment Agencies are set up, the Complaints Committees of the Code Authority should issue regulations which clearly define their relations to the divisional, regional, and local Agencies. These regulations must be filed with NRA and should cover at least the following points:

(a) The nature of the complaints which may be handled by each divisional, regional or local Agency.

(b) The reports to be made by all the Agencies to the Complaints Committees as a basis for their reports to the National Compliance Director.

(c) Whether complaints may be filed by the complainant direct with the divisional, regional or local Agencies and, if not, where complaints so filed in error should be sent.

(d) The manner in which complaints will be sent upon review or appeal to higher Agencies. For example, the regulations may provide that *if at any time a lower Adjustment Agency is convinced that a complaint conclusively sets forth a violation which the respondent shows no disposition to correct or adjust the case may be immediately referred to the highest Adjustment Agency without following the steps outlined above.*

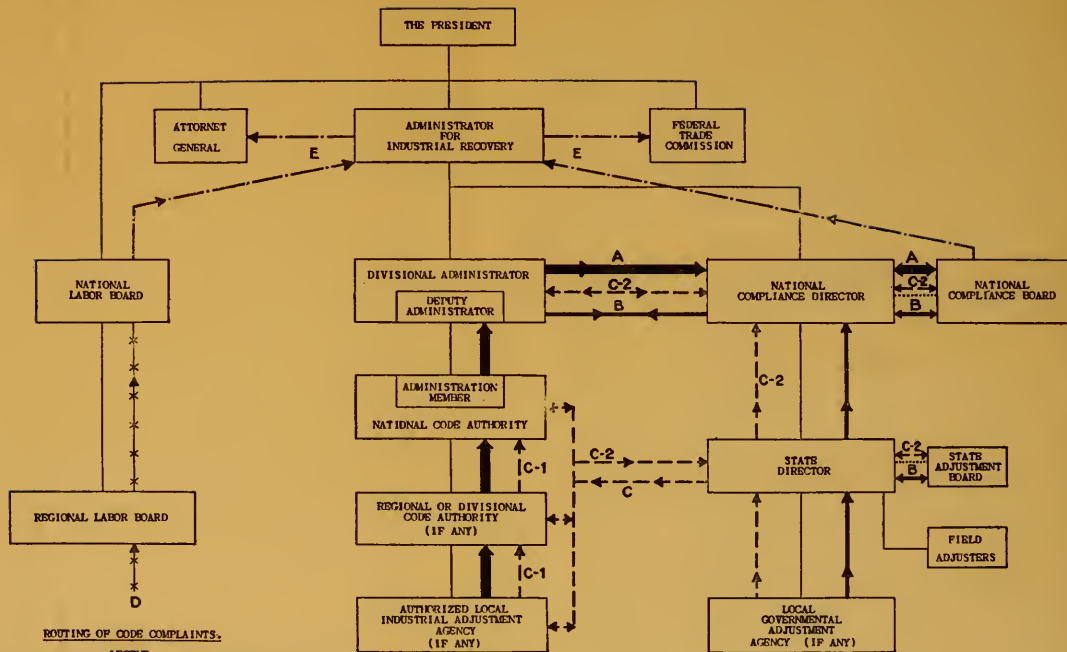
(e) Communication with NRA.

(f) General rules and regulations for handling complaints in amplification of the procedure suggested in this Manual.

2. Suits by Code Authorities

Suits *by* Code Authorities and their Adjustment Agencies in relation to a Code fall in the field of enforcement rather than adjustment, and should not be brought without the express prior approval of NRA. All suits *against* Code Authorities should be promptly brought to the attention of NRA.

HUGH S. JOHNSON,
Administrator.



ROUTING OF CODE COMPLAINTS.

LEGEND

- A. WHERE AN INDUSTRIAL ADJUSTMENT AGENCY IS ORGANIZED TO HANDLE THE PARTICULAR TYPE OF COMPLAINT AND HAS BEEN AUTHORIZED TO ACT UPON IT IN THE FIRST INSTANCE.
- B. WHERE AN INDUSTRIAL ADJUSTMENT AGENCY IS EITHER NOT ORGANIZED OR HAS NOT BEEN AUTHORIZED TO HANDLE THE PARTICULAR TYPE OF COMPLAINT.
- C. WHERE AN INDUSTRIAL ADJUSTMENT AGENCY IS ORGANIZED AND HAS BEEN AUTHORIZED TO HANDLE THE PARTICULAR TYPE OF COMPLAINT ON REFERENCE, BUT NOT IN THE FIRST INSTANCE.
- C-1. WHERE UPON REFERENCE, THE INDUSTRIAL ADJUSTMENT AGENCY IS ABLE TO HANDLE THE COMPLAINT.
- C-2. WHERE UPON REFERENCE, AN INDUSTRIAL ADJUSTMENT AGENCY IS UNABLE TO HANDLE THE COMPLAINT.
- D. LABOR COMPLAINTS ARISING UNDER SECTION 7(a), NIRA, OR LABOR DISPUTES WHERE A STRIKE OR LOCKOUT EXISTS OR IS THREATENED. ANY SUCH COMPLAINT SHOULD BE REFERRED DIRECTLY TO THE APPROPRIATE REGIONAL LABOR BOARD TO BE SETTLED BY ARBITRATION, MEDIATION, OR CONCILIATION.
- E. ALL UNADJUSTED COMPLAINTS REFERRED BY NRA TO THE ENFORCEMENT AGENCIES OF THE GOVERNMENT.

This chart does not show LOCAL COMPLIANCE BOARDS because they are *not authorized* to handle complaints of NRA Code Violations. File such complaints as indicated by this chart. Local Compliance Boards only handle matters pertaining to the President's Reemployment Agreement. If, in the future, local boards or agencies are authorized to receive Code complaints they will be covered in the chart by the label: "Local Governmental Adjustment Agency (if any)."

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